Advantages of Concepts™ and CAT

- Higher degree of accuracy
- Improved reliability
- Minimises risk of cheating
- Shorter administration times
- Improved candidate experience
- Less stress for candidates
- Psychometrically robust
- Customisable / bespoke options

Benefits and ROI

- Better quality of hires
- Improved job performance
- More trainable staff
- Reduced hiring costs
- Lower employee turnover
- Increased fairness and objectivity
- Faster time-to-hire
- Reduced administrative burden

Recommended Uses

- High stakes recruitment
- Manager and executives
- Graduates and professionals
- Low volume selection
- Assessment centres
- Mid-late stage recruitment

Computer Adaptive Testing (CAT) Explained

CATs are more precise and have less risk of cheating compared to traditional tests. Instead of administering fixed question sets, CATs adapt to the candidate’s performance, tailoring the testing experience to their level of ability. This means candidates enjoy the test more and the result is more accurate.