



CAPTain Talents

Purpose

- CAPTain talent is a simplified version of CAPTain Advanced
- Scientifically developed, psychometric and objective personnel test
- Covers work and performance style as well as personal potential of individuals
- Also describes future employment possibilities
- Computer- and web-based
- Evaluation and presentation of results in form of a universally comprehensible, written report
- Test results can be sent directly and automatically via e-mail
- Test results are available a few seconds after finishing the test
- Differentiates between nine characteristic areas:
 - Leadership
 - Management style and cooperation
 - Attitude to work and ambitions
 - Personal responsibility and autonomy
 - Focus and decision-making skills
 - Pragmatism and creativity
 - Systematic thinking and accuracy
 - Activity
 - Confidence

Benefits and areas of application

- Accurate assessment of employees and potential candidates
- Adequate employee placement
- Support for decision-making in personnel selection and –development
- Connectable to all previously existing selection processes in organisations
- Describes future employment possibilities
- Advise in nominating participants for young high potential programs
- Can be integrated into online recruiting

Examples of application – Extracts

Example for questions:

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1 / 183

A I am usually accepted by others.

B My subordinates follow my instructions.

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Applicant has to decide, which statement is more suitable.
 It is not possible to go forward or backward within the questionnaire.

Example for analysis modules:

Pragmatism and creativity profile

	weak										strong
	0	1	2	3	4	5	6	7	8	9	10
Dexterity											
Work planning											
Need for change											
Creativity											
Power to change											

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The following contains an analysis of current work behaviour in respect of nine different characteristic areas. It is purely a description. An assessment can only be made on hand of a Requirement Profile for a concrete position.

It is possible that this person sees/would like to see himself differently in some places. Please check if and how far the self-image of the person to be tested is characterised by wishful thinking or by experiences from other areas of reference (private life, previous working environment). The CAPTain analysis reflects the current style of behaviour in the work place.

Management behaviour

You occasionally adopt a management role. You control the discussion on questions concerning the whole team. What you say carries weight, without your dominating. Your work consists of delegating tasks and authority while retaining an overall picture. Thus you tend to work via others as necessary. You feel a strong degree of responsibility and want to guide and control the work of others with frequent instructions and advice.