



scales Aptitude Tests

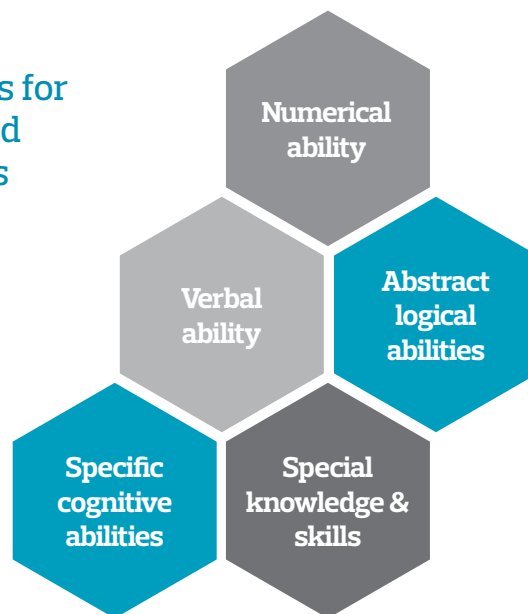
Research has shown for years that aptitude tests are powerful predictors of long-term professional success. Virtually no other tool can offer as much added value for HR decision making with comparably small investment. Aptitude tests offer an efficient and valid means of employee selection.

With the *scales* test battery, Aon provides cognitive aptitude tests for a range of target groups.

Basis

The *scales* aptitude tests are developed by Aon to leverage the latest of web technology and are designed in such a way that reliable, decentralized execution is possible, without the need for a test supervisor to be present. All tests can be used to identify potential and are being particularly suitable for efficient employee selection as part of the online recruitment process.

Measurement of aptitudes for different target groups and assessment requirements



Key Features Use

- Accessible online results
- Results are arranged in profile charts or narrative feedback reports
- Tests can be assembled individually

Administration

- Managed by Aon or by clients autonomously
- Ability to enter and add projects and candidates

Languages

- Available in several languages

Specific Target Group Versions

Numerical ability	Verbal ability	Abstract logical abilities
<ul style="list-style-type: none"> Numerical business reasoning Numerical interpretation Numeracy skills 	<ul style="list-style-type: none"> Verbal business reasoning Verbal interpretation Simple understanding of instructions 	<ul style="list-style-type: none"> Logical reasoning Inductive logical reasoning Deductive logical reasoning

Specific cognitive abilities	Special knowledge & skills
<ul style="list-style-type: none"> Information competence Short-term memory Power of observation Learning aptitude Memory for faces Concentration Reactivity Multitasking capability Spatial reasoning Visual thinking Sense of orientation Perceptual speed Hand-eye coordination 	<ul style="list-style-type: none"> Language proficiency (English & German) Calculating capacity Mechanical and technical understanding

We're here to empower results.

To learn more about *scales*, visit assessment.aon.com or email us at assess@eon.com

▶ *scales* aptitude test results are arranged clearly in a profile chart; alternatively, narrative feedback reports can be generated

Characteristics of *scales* aptitude tests

Self-explanatory through interactive example sequences	Cheat-proof due to item generators	Hardware independent due to vector graphics
Scientific soundness ensured through continuous standardization and validation studies	Certified by Det Norske Veritas according to the framework of the International Test Commission	Seamless integration into existing recruitment workflow systems
Language availability guarantees fairness for all participants	Barrier-free information technology creates easier access for disabled persons in accordance with the ADA	Valid test results with a maximum test time of 15 minutes