

# Specific tests and specific expertise for a specific aviation industry

## Solutions for aviation industries

### The best talent for your business

Recruiting and retaining the best people for the aviation industry requires proven and sustainable assessment tools and processes. These tools need to be: accessible online, via mobile devices and offered in many languages; tailored to reflect aviation language and corporate brand; supported by a proven assessment supplier; and capable of integration with HRIS software. cut-e offers this.

### Specific tests

#### What makes your great performers, great – and how to find this in others

Your high performers have a blend of personality traits, skills and attitudes. Perhaps you are now ready to better understand those personality strengths which make, for example, the best pilots – or to look at the readiness of incumbents to be promoted into more commanding positions.

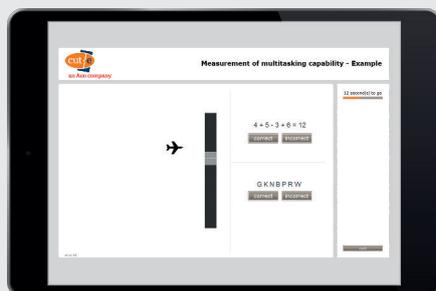
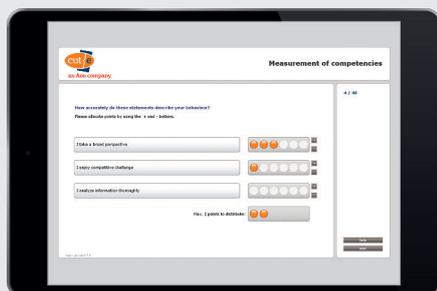
We can work with you to identify the characteristics your people need to succeed in specific job roles and signpost you to the right tool from our range of personality questionnaires *shapes*.

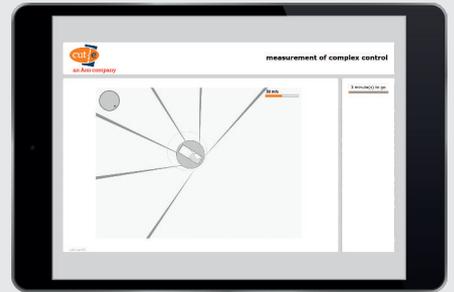
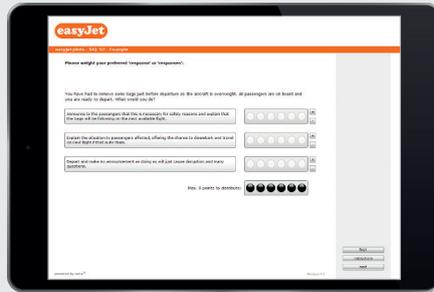
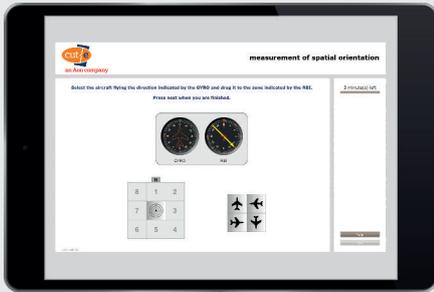
#### The ability to multi-task – for those in air traffic control, customer service or call centres

For those working in air traffic control, *scales-avi* looks at a person's ability to multi-task and to collect and act upon information.

In this short, online test, the participant is asked to calculate a sum, check through a series of letters and also align a runway on the right of the screen so that an approaching aircraft can land on it.

Other *scales* tools in the series assess the multi-tasking capabilities of those working within customer service or call centre departments or working as machine operators.





### Assessing spatial orientation – for those in air traffic control

scales-ndb assesses spatial orientation and is a really powerful tool to assess those who require a good sense of orientation, such as pilots and air traffic controllers.

This test takes just eight minutes and, because of the way in which the test items are generated, can be completed by the participant, online and unsupervised. The task requires the participant to specify the position and course of a plane relative to a non-directional beacon with the aid of a gyrocompass and a radio compass.

### Predicting how job holders will react and deal with day-to-day situations

A key challenge for you may be to identify which applicants from your applicant pool will perform as well as your current high performers. Situational Judgement Questionnaires can help here. Based on analysis of what 'great' looks like in your company, we can develop a specific tool for you built around common scenarios faced by job incumbents and how they approach them – and then use these to see how your applicants react in these scenarios.

These assessments work well across a variety of roles from cabin crew when looking at their approach to working with passengers or with pilots when assessing their management of the cockpit.

### Checking eye/hand coordination – for pilots and machine operators

For professions which require good eye/hand coordination – such as pilots or machine operators – scales-xw assesses this through an online, norm-based test, capable of being completed in an unsupervised environment and administered in approximately six minutes.

It consists of a complex control task: avoiding collisions in a tube whilst flying through it all the time encountering rotating obstacles with openings in the tubes.

## Making it happen

A solid, sustainable and valid attraction and recruitment process is more than the tools you choose to deploy. You need to understand how the tools fit together, the role they play in giving you better information and where you can optimise their use. We have worked with businesses, such as easyJet and Dubai Duty Free, so let us start our conversation.



**Available languages**  
The system, assessments and reports are available in many languages. Additional languages can be requested.



**Available norm groups**  
We continually update and add to the international and local sets of norm groups.

More information about our aviation-expertise:  
[www.cut-e.com/solutions/assessing-for-the-aviation-sector/](http://www.cut-e.com/solutions/assessing-for-the-aviation-sector/)



**About cut-e:** Founded in 2002, cut-e (pronounced 'cute') provides online tests, questionnaires and gamified assessments. In May 2017, global professional services firm Aon plc acquired cut-e and integrated the company into its global talent solution. cut-e and Aon, as Aon Assessment Solutions, undertake 30 million assessments each year in 90 countries and 40 languages.