

# Identifying potential in graduates for tomorrow's challenges

*Using online assessment to identify the right graduates for your organisation*

## The challenge of today

- Do you know who your best graduate applicants are?
- Are you able to recruit them into your business quickly – before your competitors?
- Does your graduate hiring process project your company image in the best possible way?

When recruiting your graduate intake, you need to identify and assess the skills and attributes that your organisation needs – now and in the future. The more information you have in the early stages of application, the sooner you can make decisions, focus on the right people and hire them for your business. Even those you don't select still need to take away a positive perception of their interaction with you.

Speed, efficiency and effectiveness of your assessment process is crucial and, with over 12 years of experience of working with some of the largest organisations across the world, *cut-e* can help you to optimise your assessment.

You know that your graduates need to have the right abilities, to be able to learn or train, to fit culturally within the organisation and to have the personality and disposition to succeed in your business. You can predict these areas from using one or several assessments from our range of over 30 for use with graduates.

### **Abilities. Skills. Personality. Motivation. Cultural fit. Job fit.**

Graduate recruitment is different to other forms of selection; typically, those you are assessing have little work experience and you need to be able to measure whether they have the enthusiasm, attitude, personality, ability and approach to be successful in your organisation and to learn and acquire new skills and knowledge. Our tests and questionnaires can help with this and we'll work with you to identify the most relevant and appropriate tools.

## The cut-e difference

From the outset, we work with you to put together the right combination of tests for your specific company. Our experienced Occupational and Business Psychologists combine their practical and pragmatic knowledge of assessment with your business needs.

We then integrate your branding into the online system so it looks like your own, and link it with your applicant tracking system seamlessly making as much of the process automated as possible.

But we go further than creating innovative online assessments. We are able to build your graduate assessment centre kit taking the competencies you require and proposing the most valuable and efficient ways to identify these. We also support your video interviewing, offering an authentic insight into the presentation of an applicant. Our consultants also create online Realistic Job Previews (RJPs) and Situational Judgement Questionnaires (SJQs) for your specific needs.

## Fairness for all candidates across countries

We keep the candidate experience in mind at all times to guarantee a higher level of acceptance of the tests, and better recruitment for our clients. Our tests are developed to be fair to your applicants, and valid for your roles. The use of adaptive testing approaches in our product development means that the selection assessment is as short as possible, thus helping to increase the acceptance of the test by the candidate.

As part of our assessment policy, we believe that candidates should receive open, specific and differentiated feedback and our product development reflects this. We believe that candidates should be supported in their preferred language where possible and compared with relevant benchmarks. Our online system, tests and reports are already available in up to 40 languages with further language versions available on request and the continual development of international and local norm sets provide these up-to-date benchmarks.

## Seamless integration

We have a wealth of experience in working with many applicant tracking, HR and assessment systems such as Taleo, SAP HR, Lumesse EasyCruit, iGRasp, TalentLink. This means that we'll maximise your efficiencies, reduce human error and make it as easy a process as possible for you to focus on the right graduate applicants quickly.

*"Together with cut-e, we developed innovative online solutions to make our recruitment process more efficient."*

Günther Hohlweg, Siemens

*"We selected cut-e as our psychometric testing solution for our graduate recruitment process at Deloitte."*

Silviu Badescu, Deloitte

### Clients who trust cut-e for graduate selection:



cut-e is a world leader in the design and implementation of innovative online tests and questionnaires for recruitment, selection and development. cut-e helps companies identify people with the right capabilities and cultural fit to deliver optimal business results. cut-e carries out over 7 million assessments per year in over 70 countries and 40 languages.

