

# Enabling better talent decisions with personality questionnaires

With the shapes personality questionnaires, cut-e measures exactly those personality dimensions which are vital to success

## Improve the quality of your HR decisions

Sustainable competitive advantage can only be achieved through people. Therefore it is essential to have the best employees in the right place at the right time.

- ➔ How do I identify the best employees?
- ➔ What personality traits are essential for each position?
- ➔ How can I recognise these quickly and easily?

## Basis

*shapes* is an adaptive, competency-based questionnaire system. It provides detailed and efficient assessment of a person's competencies as a manager, entrepreneur and expert. Due to the unique cut-e adaptive measurement technology *adaloc*<sup>™</sup>, *shapes* questionnaires are short and user-friendly, whilst delivering differentiated and precise results.

*shapes* is based on a personality model that comprises 18 dimensions. A combination of the personality dimensions makes it possible to draw conclusions on the competencies of a person. This enables the formulation of competency-based statements about a candidate's potential, even if the candidate had no prior opportunity to show the relative behaviour associated with a specific competence (e.g. candidates applying for a trainee position).

## shapes competency model

Role/Domain	Interactive	Operative	Intellectual	Emotional
Entrepreneur	Influence	Business Development	Vision & Strategy	Initiative & Responsibility
	Networking	Bottom-line Focus		
Manager	People Management	Execution	Organisational Awareness	Steadiness
	People Development	Systematic Approach		
Expert	Effective Communication	-	Analysis & Judgement	Self Development
	Constructive Teamwork		Professional Expertise	
			Innovation	

## Questionnaire

The questionnaire can conveniently be completed online. The adaloc™ measurement technology allows for short (15 to 20 minutes) and user-friendly completion. This leads to high acceptance and very low drop-out rates.

## Specific target group versions

### shapes basic

Optimised for administrative staff and apprentices

- 15 scales with 6 items each
- does not measure any management behaviour/potential
- does not require a university degree

### shapes graduate

Optimised for graduates

- 18 scales with 6 items each
- does not require management experience

### shapes sales

Optimised for sales functions and direct customer contact

- 24 scales with 6 items each
- does not require a university degree

### shapes expert

Optimised for experts without management responsibilities and sales functions

- 18 scales with 8 items each
- does not measure management behaviour/potential

### shapes management

Measures specifically the management behaviour/potential

- 18 scales with 8 items each
- appropriate for middle and senior management including management functions

### shapes executive

Optimised for senior management

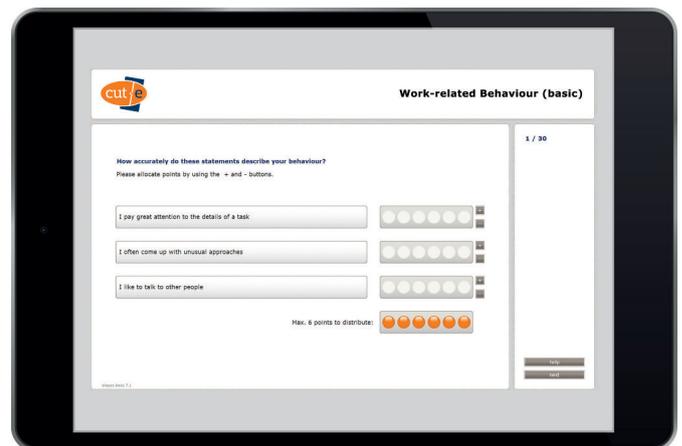
- 24 scales with 8 items each

## Process & administration

Processes can be managed either by cut-e or by clients autonomously. Many different functions are available for entering and adding projects and candidates, for sending e-mails and creating various reports.

## Results

There are numerous reporting options: potential or competency-based, additional featuring of development tips or interview guidelines. With the *snap-it* tool, cut-e also allows you to create a requirement specification as a basis for the *shapes* report.



Screenshot shapes questionnaire



### 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, articles and interviews about *shapes* and personality questionnaires:  
[www.cut-e.com/personality-questionnaires](http://www.cut-e.com/personality-questionnaires)



**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.

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