

# scales aptitude tests

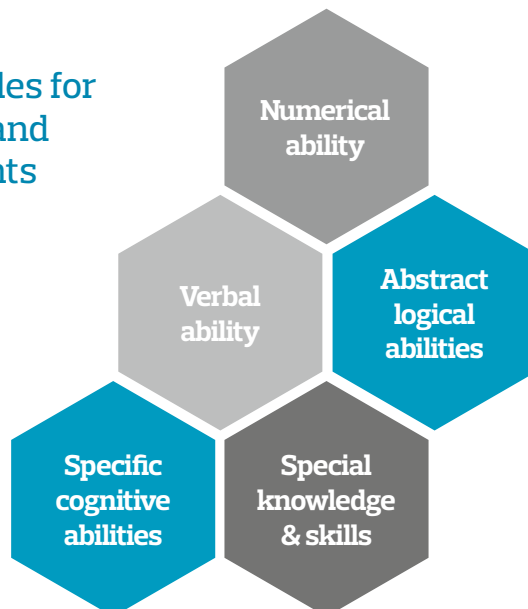
Research has shown for years that aptitude tests are powerful predictors of long-term professional success. Virtually no other tool can offer as much added value for HR decision making with comparably small investment. Aptitude tests offer an efficient and valid means of employee selection.

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, decentralised 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"> <li>Numerical business reasoning</li> <li>Numerical interpretation</li> <li>Numeracy skills</li> </ul>	<ul style="list-style-type: none"> <li>Verbal business reasoning</li> <li>Verbal interpretation</li> <li>Simple understanding of instructions</li> </ul>	<ul style="list-style-type: none"> <li>Logical reasoning</li> <li>Inductive logical reasoning</li> <li>Deductive logical reasoning</li> </ul>

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

We're here to empower results.

To learn more about *scales*, visit [assessment.aon.com](https://assessment.aon.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 standardisation 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