



What is CAPTain?

(Computer Aided Personal Test Answers Inevitable)

CAPTain Online is a PC-aided test to describe the way people do their work. The test is especially constructed to analyze work behaviour. PC-aided means, the employee interacts with the computer and the PC output shows the results. It is necessary to answer every question to continue the programme, no question may be skipped (forced-choice-method).

A standard assessment instrument has to be complex enough to allow different judgements. It has to contain all common criteria of assessment. At the same time the results have to be easy to survey. CAPTain Online has 38 scales containing the common and mostly used criteria describing work styles. These scales are split up into six categories:

- A work performance
- B leadership qualities
- C decision making
- D personality
- E team behaviour
- F basic areas

To classify CAPTain Online we distinguish three types of tests:

- Personality tests
- Attitude tests and
- Achievement tests

CAPTain Online is an attitude test. It describes mentalities and dispositions of behaviour, which are shown in the way employees interact with their colleagues, treat their subordinates, respect and need their superiors and manage the tasks of their job. Although these dispositions may depend on the personality, CAPTain Online is not a personality test. The various dispositions are not only a question of personality, they also depend on the employee's situation. A long-term change of task, function or working conditions can change mental attitudes and dispositions of behaviour, too. Training periods and new experiences create new abilities and patterns of work behaviour. CAPTain Online registers these changeable parts of personality.

What CAPTain Online can do?

CAPTain Online alone does not measure whether an employee is effective or not. This depends on the congruence of work style and types of tasks. But CAPTain Online gives you a good idea of how an employee is used to do his work. This makes CAPTain Online useful for selection and personnel planning or to find out about the need for training. Comparing the list of job demands with the CAPTain Online results indicates whether a person has got the suited disposition in work style or not. This helps you to decide which job would suit a person or which applicant you should select. Employees with potential can be trained and supported.

If CAPTain Online is repeated after a certain period, for instance half a year after training, it will show how much the trained person has succeeded.

Testing successful and unsuccessful employees and comparing their results will show you which work style is preferable to achieve good results. This is an empirical way to find out what abilities and dispositions a certain job demands of an employee.

Areas of use

CAPTain Online is available in versions for:

Specialist personnel, sales reps, executives and university graduates/people just starting their first job

CAPTain Online can be used for the following purposes:

- selection of external applicants
- international personnel assessment
- analysis of employees' potential
- analysis of training requirements
- assessment of employees' performance
- use in assessment centres
- monitoring the success of personnel development measures

Experience in business practice

CAPTain Online is used throughout Europe by companies of all sizes and from all areas of industry and commerce, mainly for personnel selection and personnel development. Both corporate personnel departments and leading training and consulting companies use CAPTain Online's objective and carefully differentiated personnel assessment.

Time and time again, working with CAPTain Online has shown that tailor-made requirements profiles as an assessment yardstick for qualified personnel assessment are feasible and useful.



Advantages

In some of the studies CAPTain Online was tested as to its ability to describe the work behaviour of employees. CAPTain Online results were compared with self-descriptions of employees and assessments by superiors and psychologists. Furthermore CAPTain Online results of successful and unsuccessful employees were compared. CAPTain Online results were tested as to whether they were able to discriminate employees with different jobs.

Several significant coherences were found. Some of the most interesting results are:

Employees and superiors do not agree very much when assessing their work style. But the essence of both assessments comes very close to the CAPTain Online results. That means, that CAPTain Online foresees the compromise employees and superiors will find discussing and equalizing their ratings.

During the application process applicants tend to portray an ideal profile. Psychologists, who can judge the candidates only from the interview situation, prefer some special values. Sometimes they are influenced by the idealized self-description. CAPTain Online results are free of any tendencies and show a different portrait of the candidate.

Social acceptance

An assessment instrument may produce very true results, it will not have any use, however, if it is too difficult to handle or if the judged employees do not accept their assessment. For this reason the tested persons were asked about their acceptance of CAPTain Online in a special study: More than 95 per cent had no problem handling CAPTain Online, only a few needed some help while starting the test. More than 75 per cent agreed very much with the results of CAPTain Online even though in some cases CAPTain Online's results contradicted their own estimation. Hardly anyone rejected the CAPTain Online results. More than 90 per cent said, that it was a (very) useful and interesting experience to have used CAPTain Online.

Our Services

We have gained a wealth of application experience, which we use when advising our customers. As a management consultant for personnel and corporate development, we understand how to adapt the use of CAPTain to operational requirements. If desired, we can advise you on specific CAPTain application options for your company.

For more detailed information click www.osb-i.com