PSYCHODIAGNOSTIC SOFTWARE WORKTEST®

(PSG WT)

**BASIC CHARAKTERISTICS**

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# 1. WORKTEST® PSYCHODIAGNOSTICS IN 6 POINTS

**WORKtest® – integrity test (IT)** is a way to keep people engaged, productive, and satisfied and thus keep the organization healthy and prosperous.

**WORKtest® – a unique complex personality test** for assessing conduct, ethics, performance, honesty, reliability, trustworthiness, or commitment. It measures an individual's ability to share corporate values, and thus fulfil its expectations. It helps uncover counterproductive and risky individual behavioural tendencies (e.g. theft, disciplinary problems, absenteeism, embezzlement, kickbacks, nepotism, refusing to accept authority, and the like. See the list of measured criteria, which is available for download) thus eliminating any potential risks. The test result is a score that clearly identifies risk factors.

**WORKtest® – tests honesty, commitment, efficiency and integrity** of people at the early stages of a recruitment process. Its goal is to identify possible risk behaviour before it has the chance to show. Results of the test are then crucial indicators to be taken before any final decision to hire is made. IT aims to predict counterproductive work behaviour (CWB), which goes contrary to the interests of an organization. CWB is any behaviour that can harm the organization, employees, or clients.

1. **WORKtest®** –first online psycho-diagnostic tool and software developed exclusively for the needs of work psychology, emphasizing a holistic approach to personality and applications in the field of HR. It focuses on current risk factors and counterproductive behaviour of an individual (swindling, scheming, violation of ethical codes and standards, corrupt behaviour etc.).

2. **WORKtest®** – thanks to years of development and 12 years of honing in the corporate environment, WT shows a high degree of reliability and validity. The actual method works on a subconscious level, which does not allow stylization and consequently distortion of results. It works on the basis of natural selection.

3. **WORKtest®** – complex psycho-diagnostic tool of the 21st century, which in one comprehensive test brings together all the information needed for the work of HR. WORKtest® has social significance, particularly in the area of prevention of risk and counterproductive behaviour. It also focuses on detection of tendencies to corrupt behaviour in individuals.

4. **WORKtest®** – works on a local and global level with standards of a working population. It creates competency models, ad hoc analyses, SWOT reports, and other output reports - including for development needs. It works with concrete measurements of performance, personality, stress, and risk factors. It brings significant time and financial savings in recruitment and selection procedures and complex work with human potential in the corporate environment. It is designed for small, medium, and large companies. Allows you to create surveys, benchmarks outputs of individuals, teams, and companies on a local and global level, or measure and compare results over time.

5. **WORKtest®** – is able to measure the suitability of a particular job and thus safely determine whether a candidate or employee is likely to last or leave a given position. It integrated a variety of tests and questionnaires into a single software solution. WORKtest® allows one to test, measure, and process all defined criteria (300 various properties and 2,500 catalogued job specifications), which are divided into groups and key areas.

6. **WORKtest®** – works as a standardised tool of corporate communication for recruitment. WT is designed for selecting candidates in the company using projective questions and situations and is exclusively developed for this purpose.

## 2. MAIN MENU OF PSYCHODIAGNOSTIC WORKTEST - SEGMENTS

RECRUITMENT – a comprehensive tool focused on candidate selection and all recruitment procedures, including communication with candidates (invitations to interview, rejection letters). RECRUITMENT contains detailed catalogues of job descriptions. Each position is broken down into requirements, each respective requirement is plotted onto a graph, and this value is graphically compared against the score of each candidate separately. There is an **option list of complementary outputs available**, such as Team roles, Team and Individual commitment, or Pay and Benefit management.

SEGMENTS - PERFORMANCE AUDITS – comprehensive Personnel audits; extent: 30-40 evaluation criteria; main areas covered:

• **Moral stability** - maturity, credibility, ethics, loyalty, responsibility, corporate values, commitment, etc.
• **Emotional stability** - Stress and stress resistance, mental, emotional and social maturity, etc.;
• Thinking, concentration, creativity, trainability, etc.;
• Exercise, activity, engagement, agility, management skills, time management, etc.;
• Business and sales skills, business liability, etc.;
• Motivation, satisfaction, benefits, etc.;
• Interpersonal skills, reasoning, emotional intelligence, persuasiveness, teamwork, etc.;

**Safety** - risk behaviour, fraud, machinations, performance limits, reliability, or resistance to corruption...

BPA® (Benchmark Personal Audit) – a major comprehensive study for strategic management. Precisely measured indicators are mutually compared in order to improve human resource management and processes within a company. It is a service that we use to help the client with evaluating various performance aspects in human resources. It is a very efficient system of strategic management and human resources management.

ASSESSMENT – A set of various competency models, prepared or make-your-own. On offer is a menu of criteria for evaluating job performance including standard, non-standard, and risk behaviour. Competency models focus on performance, behaviour, skills and abilities, thus contributing to greater productivity, efficiency, increased performance, motivation, and commitment. **Competency model can be made-to-measure each position in a company** and can include up to 300 criteria.

DEVELOPMENT – focuses on determining best methods of development of an individual. It takes into account motivation, commitment, agility, capacity to learn, and other parameters.

SWOT AND MANAGEMENT REPORT – are summary reports for quick analysis of strengths and weaknesses within a company, identifying both potential threats and opportunities.

360° FEEDBACK – provides comprehensive information about the competencies assessed the employee's superiors, subordinates and peers. Evaluated has a chance to compare the self-assessment with how others see him. Contributes to greater efficiency and productivity, learning and development staff, the motivation and commitment to strengthening and agility.
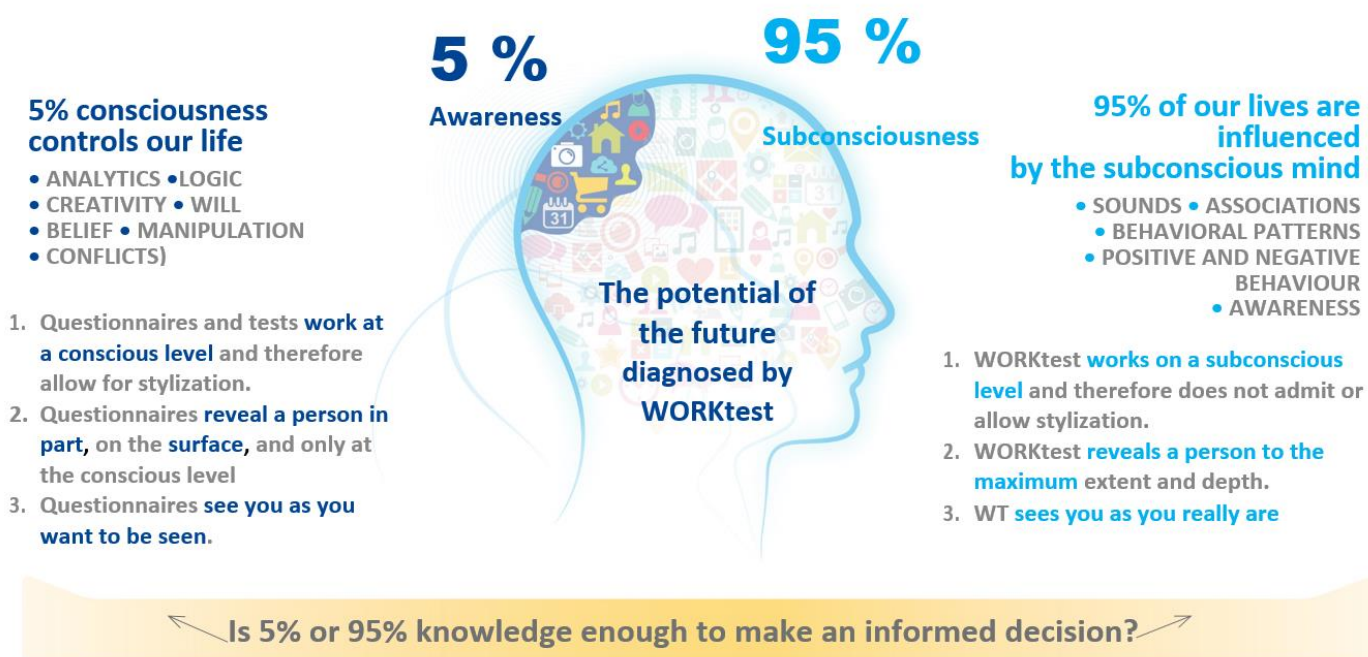
SPECIAL AUDITS for PROFESSIONAL DRIVERS and DRIVERS WITH SUSPENDED DRIVING LICENSE – As required by law, the test covers testing drivers' ability, as well as on the moral, mental, emotional stability and maturity, reaction ability and spatial orientation, perception and processing of stimuli. Apart from that it looks at risk behaviour, including tendencies

to violate rules, such as using mobile phone while driving, driving while under the influence of drugs, driving fatigued, and others.

# WORKtest| How the brain works

# Advantages compared to questionnaires and tests

## AWARENESS - what one thinks 5% > CHAOS < 95%

**5 %**
Awareness

**95 %**
Subconsciousness

**5% consciousness controls our life**
- ANALYTICS •LOGIC
- CREATIVITY • WILL
- BELIEF • MANIPULATION
- CONFLICTS)

1. Questionnaires and tests **work at a conscious level** and therefore allow for stylization.
2. Questionnaires **reveal a person in part**, on the **surface**, and only at the conscious level
3. Questionnaires **see you as you want to be seen.**

**The potential of the future diagnosed by WORKtest**

**95% of our lives are influenced by the subconscious mind**
- SOUNDS • ASSOCIATIONS
- BEHAVIORAL PATTERNS
- POSITIVE AND NEGATIVE BEHAVIOUR
- AWARENESS

1. WORKtest **works on a subconscious level** and therefore does not admit or allow stylization.
2. WORKtest **reveals a person to the maximum** extent and depth.
3. WT **sees you as you really are**

**Is 5% or 95% knowledge enough to make an informed decision?**

# 3. WORKTEST® - COMPARISON WITH QUESTIONNAIRE-BASED METHODS

WORKtest® is built to work with the structure of personality, both its internal parts and external, environmental influences.

**It stands on the following premises:**

- Our brain is in many ways like a computer (for the sake of the argument, although in reality it is rather the other way round). Since our childhood we store 'programs' in it, pieces of 'neckware' that determine our emotional experience, behaviour, and decision making. These programs are called Associative patterns of behaviour (APB);

- APB come to the forefront after initial analysis of the situation. This is how we feel in this situation (emotional charge), what beliefs or attitude we identify with, everything is contained in the association patterns of behaviour that apply to other situations. It is therefore the scenarios of situations that you subconsciously create and attract;

- APB are stored in our subconsciousness which means we do not consciously realize their presence. For this reason, they can live on;

- This way APB are linked with our preferences of all sorts, among other also preferences of geometric shapes;

- These preferences are not conscious volitions but rather natural choices, a phenomenon exploited well by Projective analytic methods (PAMs);

- Through PAMs we are thus able to identify behavioural patterns, motivations, defiance patterns, or reactional patterns, and the like.

**These principles make this methodology far more precise than other methods, simply because mainly it rules out the possibility that tested people stylize their responses into what they assume might be desirable.** In its entirety, PSG WORKtest® allows to measure up to 300 individual personality and performance criteria in the context of specific work positions that are all already built into the system and regularly updated (2.500 positions across 22 sectors).
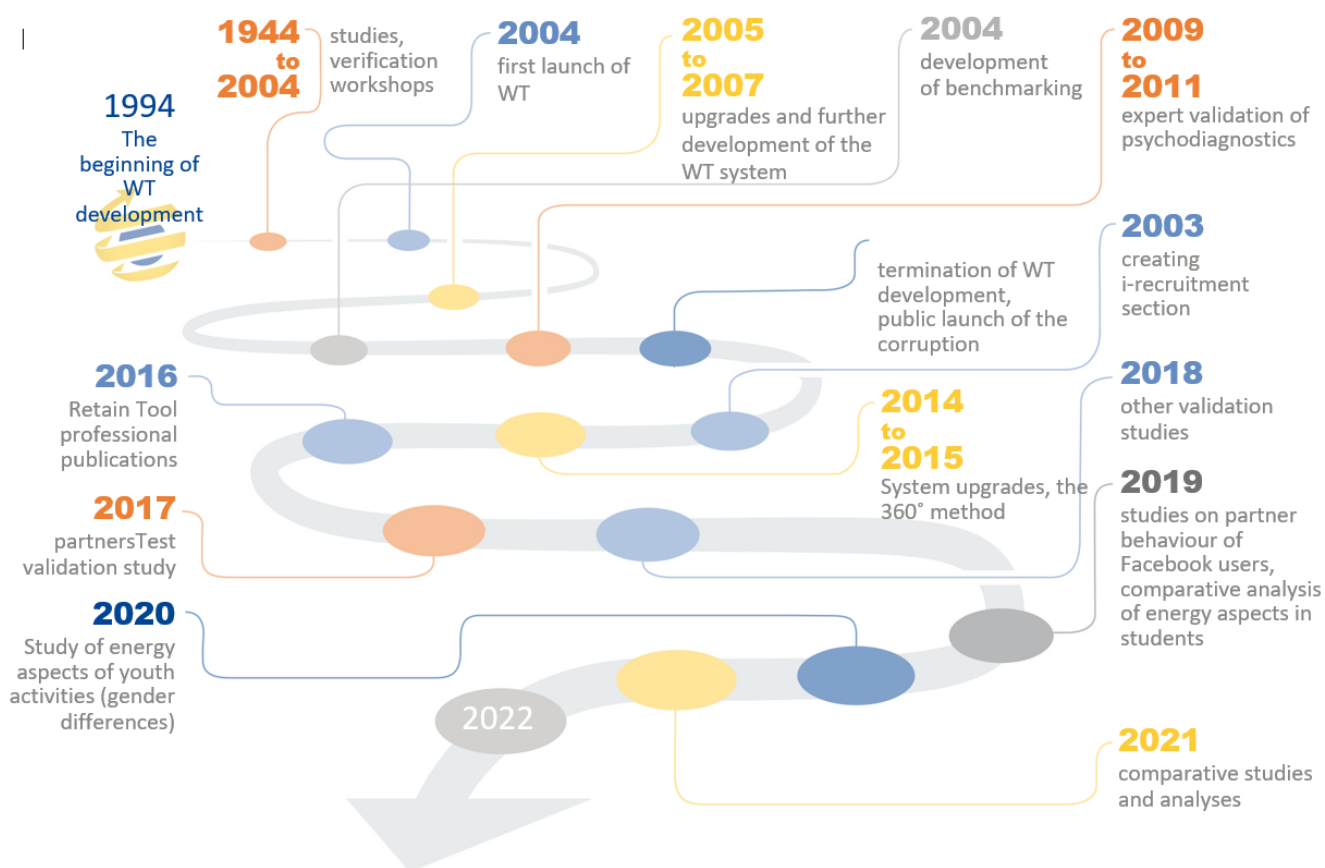
| COMPARISON | QUESTIONNAIRES | WORKtest® |
|---|---|---|
| Method | Polling method based on the ability of introspection. | Projective method that does not examine how the test-taker sees and speaks about themselves, but what are their underlying association patterns. |
| Objectivity | • Subjectivity of the test-taker enters the equation (overrating, underrating …) <br> • Instruction and assessment frequently rely on human intervention – instructions and evaluation not necessarily uniform and constant <br> • High vulnerability to data manipulation. Desirable replies can be guessed and results present a distorted | • Subjectivity bypassed, does not play a role. <br> • Instructions and assessment without human intervention, software accessible online since 2004. <br> • Test-takers not able to determine optimum response. Hence, stylization is eliminated. |

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|---|---|---|
| | picture. | |
| Comprehensive picture of test-takers | Questionnaires deal with certain factors / traits / personality dimensions and evaluate self-image. Robustness of result is therefore limited. | WT gives a comprehensive picture of the assessed (cognitive, conative and emotional aspects of personality, performance, behavioural risk factors, skills, competence and ability). |
| Profile scope | Questionnaires are from their nature not able to give us insight into deeper structures of personality. | Projective techniques do provide deeper insight into the inner layers and structures of personality. |
| Measurement of risk factors | Since questionnaires are based on critical introspection and representation of self-image, risk factors are often allowed to pass unnoticed. | Using projective methods can catch a wide range of risk factors, here are two reasons why:<br><br>1) Test-taker is not aware of the meaning behind each particular part of the test<br><br>2) The method is capable of detecting pathological subconscious associative patterns. |
| Suitability for use with children | Questionnaires are based on a testimony, a child may not be able to verbalize motivational and emotional aspects of its mind. | A projection method is non-verbal and therefore the most natural way for children to discover their motivational and emotional state of mind that they are unable to denounce verbally. |
| Application at work | Many questionnaires used worldwide have not been developed for personnel selection and working population (excluding Hogan tests). | WT is designed primarily for work psychology and working population. It is specifically developed for the labour market. It measures performance, behaviour, risk and suitability of a candidate for a specific position. |
| Test – retest reliability | HPI 0.86 – the highest range | 0,96 |
| Standards | Standards are frequently outdated (e.g. 16PF) or adopted from other countries. | WT operates with current standards. |
| Other elements | • Self-reporting is a static measurement, it reacts with delay to change and dynamic development.<br>• Disadvantages of Type theory – focuses on individual preferences rather than on skills and behaviour. | • A dynamic measurement - envisages a process of change, perfect to monitor the development of a test-taker in time, it is beneficial to discuss the results with the test-taker.<br>• WT does not create neither it is built on a typology of people. Emphasis is given to |

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| | • Completing endless lists of frequently repeated questions is old-fashioned, causes fatigue, boredom, and its attractiveness. | variability and focuses on the uniqueness of each person, their capacity, competence, skills, and behavioural risk factors.<br><br>• Projective methods looks playful and fun in comparison, they are far more attractive to take. |

# WORKtest| development and its milestones



**1994** The beginning of WT development

**1944 to 2004** studies, verification workshops

**2004** first launch of WT

**2005 to 2007** upgrades and further development of the WT system

**2004** development of benchmarking

**2009 to 2011** expert validation of psychodiagnostics

termination of WT development, public launch of the corruption

**2003** creating i-recruitment section

**2016** Retain Tool professional publications

**2014 to 2015** System upgrades, the 360° method

**2018** other validation studies

**2019** studies on partner behaviour of Facebook users, comparative analysis of energy aspects in students

**2017** partnersTest validation study

**2020** Study of energy aspects of youth activities (gender differences)

**2022**

**2021** comparative studies and analyses

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