

# chatAssess

## – embedding assessment in instant messaging

cut-e launches the world's first instant-messaging simulation game for more engaging recruitment

### cut-e's new communications game

cut-e has launched a new customisable, psychometric communications game: *chatAssess*. This powerful situational judgement tool in the instant messaging style of WhatsApp or Facebook Messenger assesses a candidate's strengths, personality and abilities. *chatAssess* can be customised to suit any role, at any level, in any organisation. The 6 to 15 minute assessment is designed to support early screening and attraction in graduate and apprentice recruitment. *chatAssess* is optimised for smartphones as well as working seamlessly on tablets, laptops and desktops.

### What are the benefits of chatAssess?

*chatAssess* allows companies to integrate reliable and robust psychometric tests and situational judgement elements into an engaging and real-feel environment.

- ➔ **Quality** – *chatAssess* takes the power of a custom-designed SJT and embeds it into a real-time instant-messaging simulation.
- ➔ **Efficiency** – *chatAssess* measures the strengths, personality and cognitive abilities required in any role, as well as a candidate's social skills, their conscientiousness, and their ability to organise themselves and manage pressure.
- ➔ **Customisation** – *chatAssess* is fully customisable to client branding.
- ➔ **Engagement** – The familiar format of *chatAssess* as an instant messenger appeals to candidates who feel comfortable using it.

### Applicants have a positive user experience with chatAssess.

"Enjoyed the experience of making decisions and thinking with business background."

"Very exciting. Unique assessment that is unlikely to be used by other employers."

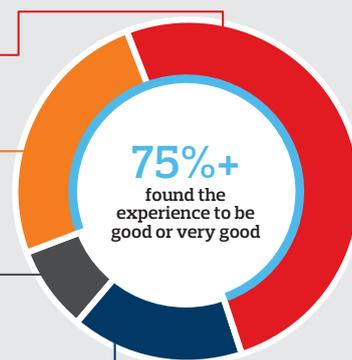
"It was very **engaging** and **simulated** what could happen in a work environment."

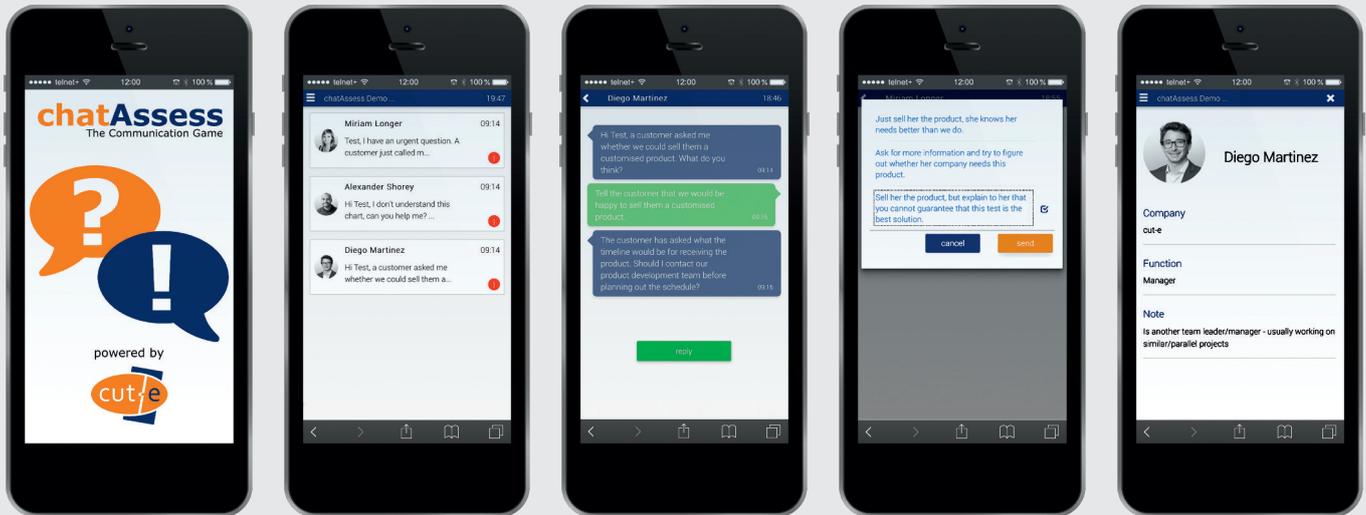
Good experience

Very good experience

Bad experience

No strong opinion





chatAssess screenshots

## What makes chatAssess different?

The assessment resembles a popular messenger service for smartphones. This helps to make it attractive, engaging and realistic to candidates, who receive incoming instant messages from 'colleagues' with specific questions or requests for advice. In real time, the candidate selects a text message response from predefined replies. *chatAssess* reacts to each response and sends back another message from the same 'colleague'. The different 'colleagues' will often face different issues or challenges and the candidate must prioritise the tasks and manage all commitments under pressure. From a user-experience perspective, *chatAssess* appeals to millennials and early-career candidates by providing a conversational interaction in a familiar format.

## Why has cut-e introduced chatAssess?

In many Situational Judgement Tests (SJT), the situations encountered do not feel 'real' to candidates, thus reducing user acceptance and compromising test validity. Also, the available responses may not feel natural to candidates, who can become confused about whether to answer 'what they would do' or 'what they think is the right thing to do'. With this in mind, cut-e set out to create a brand new, valid and immersive SJT that would be both realistic and fun to complete.

## How does chatAssess assist organisations?

*chatAssess* can be used before or in conjunction with personality or ability tests to enrich the selection process for any organisation and every function. *chatAssess* provides additional insight into a candidate's behaviour and how they're likely to react when faced with job-relevant scenarios. Like a Realistic Job Preview, this can inform the candidate about issues and challenges likely to arise in the role for which they applied.



### 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, videos and articles on how to use *chatAssess* efficiently:  
[www.cut-e.com/chatassess](http://www.cut-e.com/chatassess)



**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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