



Commercial Cyber Aptitude Test (CCAT)

Manager Report

CANDIDATE NAME:	anonymous anonymous
DATE OF ASSESSMENT:	13 March 2018
OVERALL SCORE:	99 th Percentile

This report is intended to give a snapshot for this candidate's suitability for roles within Cyber Security. Its findings are based on the results of the Commercial Cyber Aptitude Test (CCAT) that they recently undertook.

The purpose of this feedback report is to give a clear idea of the ways in which they would suit a role in Cyber Security, the ways in which they are less of a match, and some follow-up questions/pointers which should help explore more fully their overall suitability for roles within Cyber Security.

Please note that the observations in this report are based on their scores on the assessment and do not take into account their prior experience, knowledge, and other elements which may increase their suitability for Cyber Security roles.

For each of the following sections, this report will indicate how the candidate performed on the assessment and some follow-up questions/pointers:

- **Behavioral:** The ways in which they prefer to behave at work.
- **Aptitude:** Some of the skills and aptitudes required in Cyber Security roles.

Please note that this report uses standardized scores known as Percentiles. A percentile is a standardized score which indicates what percentage of a comparison group the test taker scored higher than. For example, at the 25th percentile, the test taker scored higher than 25% of the sample.

CANDIDATE SUMMARY RESULTS

OVERALL

Area	Percentile	Well Below Average	Below Average	Average	Above Average	Well Above Average
Overall	99					X

BEHAVIORAL

	9	19	29	39	49	59	69	79	89	99	
Liking everything to remain constant and predictable.	Adaptability										Preferring change in society, work practices, values, and ideas.
										X	
Questioning authority, and having a general aversion to rules, procedures, and social norms.	Compliance										Showing tolerance and respect for formal rules, procedures, social norms, and authority figures.
										X	
Being more forgetful and letting some obligations slip.	Dependability										Being dependable and reliable in the fulfilment of obligations, commitments, and actions.
								X			
Displaying energy in reaction to external events and for a short length of time.	Energy										Being active and employing a high and sustained level of energy.
										X	
Being generally contented with one's own capability and seeing little need for significant self-development.	Learning Orientation										Being interested in continuous learning and self-development.
										X	
Taking work tasks as they come, preferring a less structured approach.	Organized										Planning, organizing, and structuring one's own work in a systematic and methodical way.
										X	
Being uneasy, worried, and upset a lot of the time.	Resilience										Being generally free from worry, anger, and fear.
										X	

APTITUDE

Area	Percentile	Well Below Average	Below Average	Average	Above Average	Well Above Average
Error Detection	86					X
Pattern Matching	92					X

CANDIDATE DETAILED RESULTS

OVERALL

The overall results suggest that Cyber Security roles are ideally suitable for them.

Percentile **99th** - Well Above Average

BEHAVIORAL

Adaptability

They are highly open to change, like to try new and different things, and deal very well with ambiguity and uncertainty.

Percentile **98th** – Well Above Average

FOLLOW-UP

Can they describe a time when they have changed their approach in order to achieve a desired outcome. What strategies do they have for managing and coping with change at work?

Compliance

Their pattern of responses suggest that they rely heavily on having rules and set procedures to work with. They prefer having a defined chain of command and work better when their responsibilities are well delineated.

Percentile **90th** – Well Above Average

FOLLOW-UP

Can they describe a time when they decided to work within set policies or procedures, even though it might have been easier and quicker to "bend the rules"? Ask for examples of what they can do to ensure that policies and procedures are enforced with other employees.

Dependability

They hold themselves to high standards and can be relied upon to perform well and assume ownership for tasks undertaken. They prioritize tasks effectively, follow through on commitments, and show a proactive approach to work.

Percentile **76th** – Above Average

FOLLOW-UP

Can they describe a time-sensitive project which they were given complete responsibility for? How did they go about prioritizing their approach to this project?

Energy

Their responses suggest that they like to work hard, thriving in a fast-paced environment where energy can be productively used. They work in a highly determined way, sustaining very high energy levels.

Percentile **99th** – Well Above Average

FOLLOW-UP

When have they put in particular effort to get something done quickly or in a short period of time? Ask them to provide some examples of how they stay focused in difficult or challenging situations in order to meet goals.

Learning Orientation

They continuously set evolving goals for growth and development and thrive in situations with many new

learning and development opportunities. They tend to feel a sense of accomplishment from meeting personal goals for development and enrichment.

Percentile 95th – Well Above Average

FOLLOW-UP

Ask them to describe the most significant self-development initiative that they have undertaken. Why was it significant? What do they believe they need to learn, how would they go about learning this, and what do they believe they can learn from colleagues?

Organized

They value tasks such as planning, monitoring, and organizing when approaching work. They will prosper at tasks requiring structure and organization though on occasion they may not perform as well in new, unexpected or ambiguous situations requiring flexibility.

Percentile 97th – Well Above Average

FOLLOW-UP

What approaches do they take when planning their work? Ask for an example of when they have had to plan work to meet agreed deadlines. How do they organize their work and keep track of the details when faced with multiple projects at the same time?

Resilience

They are likely to remain relaxed and secure when under intense pressure and stress, responding confidently to challenges and maintaining a controlled, professional demeanor.

Percentile 97th – Well Above Average

FOLLOW-UP

Ask them to describe an instance at work in which things were happening fast and furiously and they were able to keep their composure.

APTITUDE

Error Detection

The ability to identify faults and detect errors is a fundamental part of most Cyber Security roles. The fault finding and error detection skills as measured in the Error Detection test are at a level above most individuals in Cyber Security roles.

Percentile 86th – Well Above Average

Pattern Matching

The ability to be precise and to check highly detailed work is a vital part of most Cyber Security roles. The checking skills as measured in the Pattern Matching test are at a level above most individuals in Cyber Security roles.

Percentile 92nd – Well Above Average