



# Commercial Cyber Aptitude Test (CCAT)

*Develop best-in-class performers for your cyber security environment*

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## Highlights

- Assess employees' and candidates' behavioral attributes and cognitive aptitude to acquire the technical knowledge required in a cyber role
  - Enable a rapid workforce scale while reducing hiring costs and increasing the quality of each hire
  - Receive candidates' scores in a comprehensive report
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## What is CCAT?

The security challenges faced in cyber space are significant and growing. Cyber capabilities allow hackers, criminal organizations and a host of other bad actors to significantly impede, disrupt or damage a company's reputation, ability to generate revenue and maintain competitive advantage in the market. The costs associated with a loss of customer data are soaring. As technology rapidly evolves, bad actors are growing more sophisticated and their numbers are increasing exponentially.

To counter this threat and gain the upper hand, people and capabilities must evolve more quickly. To this end, IBM® has developed the Commercial Cyber Aptitude Test (CCAT). The test focuses on identifying "latent" ability rather than existing skill by assessing behavioral attributes and cognitive aptitude to acquire the technical knowledge required for success in a cyber role. CCAT provides a vehicle to assess cyber potential of existing employees across the enterprise and external candidates, enabling rapid workforce scale while reducing hiring costs and increasing the quality of each hire in three key areas:

- **Selection:** identifying the highest potential candidates from the broadest pool
- **Training:** improving the success rates of individuals selected
- **Retention:** identifying candidates with the greatest affinity to improve retention

The following chart depicts the ideal behavioral traits for a cyber analyst measured by CCAT. Some of these traits may seem counterintuitive, which means that your current recruitment profiles may be missing the mark.

## Behavioral traits for cyber roles

- Adaptability
- Compliance
- Dependability
- Energy
- Learning orientation
- Organized
- Resilience



## What does CCAT do?

This test is focused on the aptitude necessary for success in an entry-level security operations center (SOC) analyst role. Through research with our clients, we have determined that this is the fundamental building block role that supports competency development for all other cyber roles. Traits measured by CCAT include:

Scale	Objective(s)	Category
Personality	Measures work styles/personality characteristics	Behavioral
Error detection	Measures logical reasoning via pseudo-coding logic exercise	Ability
Pattern matching	Measures ability to accurately and quickly locate mismatches in highly detailed data information sets presented graphically	Ability

Candidates' scores are presented in a comprehensive report to the program manager.

**Commercial Cyber Aptitude Test (CCAT)**  
Manager Report

CANDIDATE NAME: anonymous anonymous  
DATE OF ASSESSMENT: 27 February 2018  
OVERALL SCORE: 83<sup>rd</sup> Percentile

Area	Percentile	Well Below Average	Below Average	Average	Above Average	Well Above Average
Overall	83					X

**CANDIDATE DETAILED RESULTS**

**OVERALL**

The overall results suggest that Cyber Security roles may not be presently suitable for them. Check whether the candidate understood the importance of the CCAT, and whether there are issues that may have adversely affected their performance.

Percentile 83<sup>rd</sup> - Above Average

**PERSONALITY**

**Adaptability**

Their responses suggest that they are open to change, like to try new and different things, and can deal well with ambiguity and uncertainty.

Percentile 62<sup>nd</sup> - Above Average

**Follow-up**

Are there any situations or jobs that they feel they should apply to change or improve? Can they give an example of when they needed to accept their existing knowledge or skill to a new situation?

Percentile 12<sup>th</sup> - Below Average

**Compliance**

They prefer to work within established guidelines and company standards. They are happier working with existing rules and procedures although they will consider new and different solutions if they are proven to be successful.

Percentile 12<sup>th</sup> - Below Average

**Follow-up**

How have they ensured that policies and procedures are followed after retraining? Can they tell you about a time when their supervisor gave them direction that they were not given when they were first hired or trained?

Percentile 12<sup>th</sup> - Below Average

**Dependability**

They hold themselves to high standards and can be relied upon to perform well and assume ownership for tasks undertaken. They prioritize their activities, make changes as circumstances, and adjust to change.

Percentile 12<sup>th</sup> - Below Average

**Follow-up**

Can they describe a time when they were given complete responsibility for a task and they go about prioritizing their approach to the project?

Percentile 12<sup>th</sup> - Below Average

**Energy**

Their responses suggest that they are willing to work hard, preferring fast paced environments, where energy can be productively used. They work in a structured way, including high levels of energy.

Percentile 62<sup>nd</sup> - Above Average

**Follow-up**

Are there any other examples of how they stay focused or motivated in difficult or changing situations in order to meet goals?

**Learning Orientation**

They view learning as a continuous, ongoing process and are highly motivated and engaged by learning opportunities and challenges. They benefit from a variety of instructional methods, including practical, hands-on, and self-paced.

Percentile 12<sup>th</sup> - Below Average

**Follow-up**

Can they describe a learning experience that they have had together. Why do they think they learned this lesson so well? How do they incorporate this learning to get more results in their future work? How would they go about applying this, and what do they believe they can learn from this?

Percentile 12<sup>th</sup> - Below Average

**Organized**

They prefer to work in an organized fashion and prefer to deal with uncertainty in a planned approach. They prepare or learn important situations and organization through an occasion they may not perform as well as they would in a planned or organized situation requiring flexibility.

Percentile 12<sup>th</sup> - Below Average

**Follow-up**

Percentile 12<sup>th</sup> - Below Average



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