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 – 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.

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.
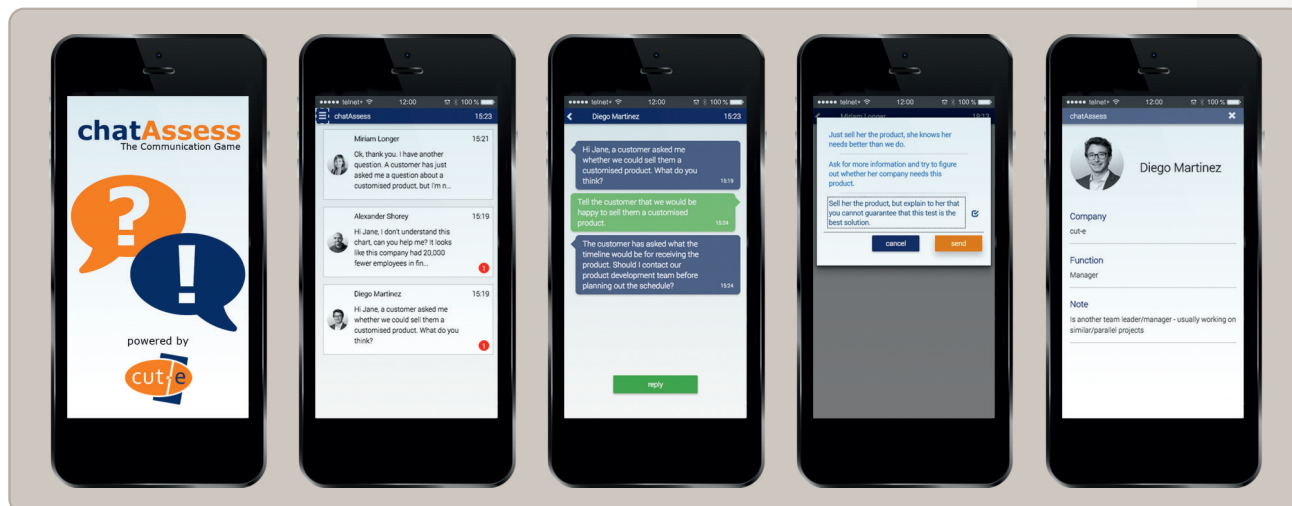
How does chatAssess assist organisations?

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.

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.

chatAssess screenshots

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

Available languages & norm groups

chatAssess can be developed in any of 40 languages. A range of reporting options can also be configured and assessment results can be integrated into the client's Applicant Tracking System.

Founded in 2002, *cut-e* is a world leader in the design and implementation of innovative online tests, questionnaires and gamified assessments for attraction, recruitment, selection and development. We help employers to identify which candidates have the right capabilities, potential and cultural fit to benefit their business. We undertake 12 million assessments each year in over 70 countries and 40 languages.

E-mail: info@cut-e.com
www.cut-e.com

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