Detect who is going to cause problems with

squares

The first fair and valid integrity test that really works!

What makes squares special?

Can one predict who is going to cause the company embarrassment, steal or damage company property or be involved in a corruption scandal? Can an amoral cash investment by an investment banker or the illegal sale of a CD with sensitive data by a programmer be traced back to one common denominator?

Being able to predict counterproductive work behaviour is of great practical importance in order to save enormous costs.

Predicting counterproductive work behaviour is a new way to add additional value to assessments. Absence from work, fraud or dangerous conduct causes a lot of damage. *squares* is a new online questionnaire which not only considers the person but also their situation. The items describe behaviour rather than traits and this allows the prediction of counterproductive behaviour without stigmatising those scoring low on the questionnaire.

Uses

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Online screening	Using *squares* can significantly reduce the probability of counterproductive work behaviour in those screened. *squares* adds particular value to jobs where security and risk management play an important role (e.g. security staff, police or finance professionals).
On-the-job development	Staff productivity can be significantly increased with targeted training measures based on the *squares* results.
Corporate citizenship strategies	*squares* can be used for teams, departments or entire companies to identify critical aspects and to provide an ideal starting point for corporate development processes.
Predicting tenure	*squares* provides a good insight into whether an employee is likely to stay with an organisation, thus allowing companies to reduce undesired fluctuation and recruitment costs.
Safety	The safety report available from *squares* shows how safe, compliant and cautious someone is. This can be used in the selection process or regularly before a shift begins to keep people and property safe.
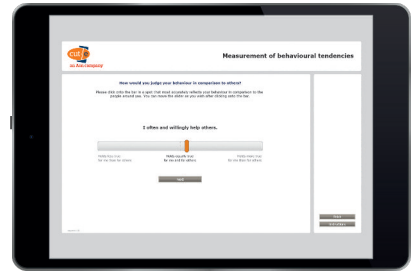
Basis

➡ *squares* is designed to measure and assess the probability of counterproductive work behaviour in a work context.

➡ Participants are required to put themselves in certain situations in order to compare themselves to others.

➡ *squares* is based on a theoretical framework model on the appearance of counterproductive work behaviour which takes into account the participants' specific situation and the possibility of change through training.

squares concept model

Factor	Aspect	Behaviour
Trustworthy		
Impulse control	Disciplined	Able to resist temptation well; hardworking; not easily distracted.
	Conscientious	Punctual, well-organised; knows the rules and adheres to them.
	Cautious	Has a good sense of risks; acts very carefully; does not get bored easily.
Ethical awareness	Empathetic	Kind and gentle person; can see others' perspectives; cooperates well.
	Honest	Open and honest; sticks to what has been promised.
	Reflective	Thinks things through; considers interrelation of others' needs.

Process and administration

squares is optimised for unsupervised online administration and takes approximately 10 minutes to complete. Thanks to an innovative item format, *squares* is very user-friendly and is easy to both understand and complete. The language used in *squares* is kept as simple as possible so that valid results are achieved from people with a very low to a very high level of education.

Results, available languages and norm groups

➡ The results can be called up easily online. They are arranged clearly in a profile chart, with supporting interpretative guidance designed for fast and simple use.

➡ Different report formats are available for screening, development and various target groups ensuring that they are understandable and transparent. *squares* results do not discriminate or stigmatise any of the participants.

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.

For more information about *squares*, please visit:
www.cut-e.com/online-assessment/integrity-test

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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