

# PROFESSIONAL

## Human resources, communications, and marketing

### TESTS ADMINISTERED/TOOLS

#### GENERAL APTITUDE TEST: CFIT™ (CRYSTALLIZED AND FLUID INTELLIGENCE TEST)

The CFIT provides a measure of verbal, numerical and spatial cognitive abilities. A section on non-verbal logical reasoning has been included so that the results are not affected by the candidate's language proficiency or cultural background.

The test consists of 203 multiple choice questions, divided into 5 independently timed sections for a total of approximately 30 minutes.

To learn more and get an overview of the test's characteristics, [click here](#).

\* CFIT™ – Crystallized and Fluid Intelligence Test – trademark of IRPCANADA – all rights reserved

#### PERSONALITY TEST: IPLC™ (LE CORFF PERSONALITY INVENTORY)

The IPLC provides a measure of the Big Five personality traits of Openness, Conscientiousness, Extraversion, Agreeableness and Emotional Stability, each of which is broken down into two more specific facets (10 dimensions in total).

The untimed test consists of 105 statements with answer choices (degree of agreement) and is usually completed in 12 to 20 minutes.

To learn more and get an overview of the test's characteristics, [click here](#).

\* IPLC™ – Le Corff Personality Inventory – trademark of IRPCANADA – all rights reserved

#### CONFLICT MANAGEMENT: DUTCH

Composed of 20 questions, the Dutch is an ipsative test on conflict management style. The result gives us information about the propensity to act more or less strongly according to the five possible conflict management modes (competition, accommodation, avoidance, collaboration and compromise).

### TARGET CLIENTELE

- ▶ Communications consultant
- ▶ Digital communications advisor
- ▶ Human resources business partner
- ▶ Human resources consultant
- ▶ Industrial relations consultant
- ▶ Marketing consultant
- ▶ Organisational development consultant
- ▶ Occupational health and safety consultant
- ▶ Personnel management officer
- ▶ Talent acquisition consultant