

# Aristo Teleion (ARISTON) Test®

An Expert System of Personality Profiling, Candidate/Employee Selection, Vocational Guidance, Career Reassessment & Professional Development

## TEST OVERVIEW

According to HR professionals, for recruiting the right employee, candidate's personality is far more important than its past work experience. That is why organizations use psychometric testing, as it reveals candidate's real personality traits and abilities.

ARISTON test is an expert system for vocational counselling, utilizing advanced rules, algorithms and mathematical models, in order to identify the profession / occupation that suits your personality. When we refer to an "expert system" we imply advanced software and specialized knowledge regarding personality types, special aptitudes and abilities, and corresponding work environments. The test is based on advanced psychometric and mathematical models standardized in all the countries of the European Union with funding from the EU (PETRA program) and has a sample of over 35.000 participants.

The software is part of the Computer Academy Psychometric Series (CAPS) of questionnaires and inventories.

The CAPS series include tests on cerebral hemispheres, diagrammatic reasoning, colors, logic, emotional quotient, work motives, values, decision-making, communication, and primary personality factors.

The battery of ARISTON we present is known as CAPS-VOC and was evaluated on a set of over 6500 cases and showed very high reliability - validity measures, including, 0.92 Cronbach , 0.96 Spearman Brown, 0.90 Kuder-Richardson-20.

The battery of psychometric factors we administered was based on the following set of core tests we consider vital for computer-based vocational counseling [Computer Academy 1998].

- 1) Locus of control according to the theories of Rotter and Zimbardo [Zimbardo 1985].
- 2) Self-esteem [Rosenberg 1965].
- 3) The RIASEC scale (Realistic, Investigative, Artistic, Social, Enterprising, Conventional) [Holland J. L. 1996]. (The only test worldwide that extends John Holland's theory by measuring 14 additional sub-types for each of Holland's 6 personality types.)
- 4) The CAPS scale (Computer Academy Psychometric Series), which was developed in order to encompass all major internationally acceptable academic - work environments.
- 5) The aptitudes scale, which includes numerical, language, mechanical and diagrammatical abilities.
- 6) The truth scale, which is used for the computation of truth scores to measure the extent to which the individual has been sincere with his answers.

The test produces a report automatically, following extensive analyses of the answers you give online.

The reports contain analytical measures and standardized scores, comparing the individual with others in the same age, sex, and country, as well as with successful professionals in the clusters of specializations that match with the personality under investigation. The reports also include assessments regarding truth scores, duration of administration, standard measures for all psychometric factors, advanced statistical graphs (mainly Zipf and Mandelbrot), consistency and differentiation of factors, degree of match between current and suggested cluster of specialization, etc.

The results of the report can be used to support tasks related to personality analysis, vocational counseling and human resources management. More specifically, the results can:

- a) Identify hidden talents, professional inclinations, aptitudes, abilities, and special features of personality.
- b) Verify whether the personality of the individual can cope with the requirements of a specific work environment or specialization that requires University education.
- c) Verify the practiced profession and the degree to which this is compatible with the personality of the individual.
- d) Identify alternative vocational interests and occupational areas that are fully compatible with the personality of the individual.
- e) Support tasks concerning recruitment, transfer and promotion, area of specialization, placement of individuals in departments, vocational and career counselling, and general human resources management.

## ABOUT THE TEST PROVIDER:

KTC International Hungary is a registered testing center with Computer Academy®, accredited and licensed to distribute and facilitate the ARISTON test®.