

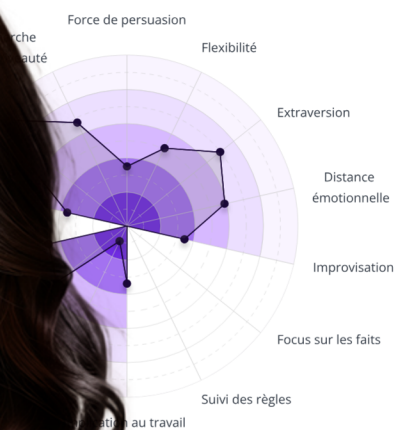


Predictive talent assessment solutions

HR Catalogue



 Score global **45%**

 Feedback 



Summary

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About Key Predict

Key Predict is the new predictive talent management platform built on Central Test's 23 years of scientific expertise.

Key Predict brings together:

- The scientific rigour inherited from Central Test,
- The power of AI and data
- A human-centred experience, designed for both HR teams and candidates.

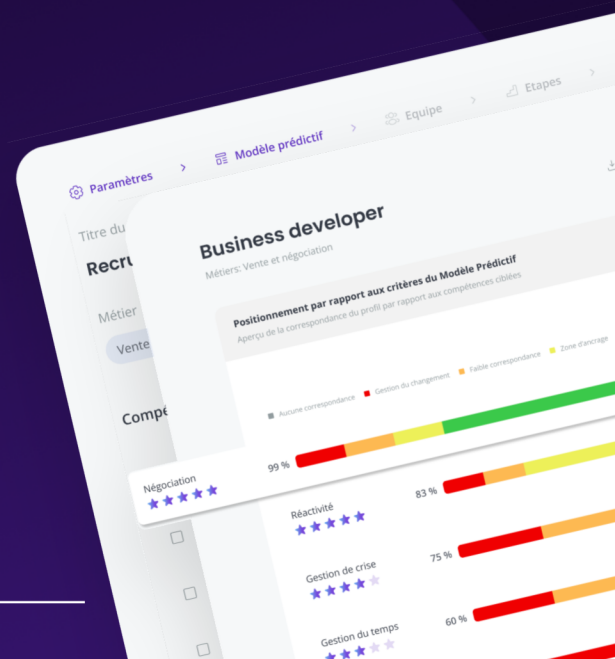
What sets us apart

- An integrated talent management solution that brings together recruitment, assessment, internal mobility and development.
- A unique predictive model that cross-references multi-source data to provide a complete view of potential.
- Reliable assessments and explainable AI, with transparent, interpretable algorithms always designed to enhance human expertise.
- Measurable impact : fewer hiring mistakes, better fit, stronger retention, time savings and greater efficiency.

Our mission

Supporting organisations and individuals at every stage of the talent lifecycle:

- Recruit with precision,
- Develop key skills,
- Encourage internal mobility,
- Strengthen retention and engagement



A platform designed for all your HR projects

From assessment to decision-making



Pre-selection and recruitment

Reveal potential
through predictive
matching.



Development

Identify the skills
to be developed.



Internal mobility

Identify the right
profiles for new
roles.




Onboarding and integration

Prepare the
integration of new
employees.

Key features

- Reliable psychometric assessments
- AI-enhanced predictive models
- Recruitment and development campaigns
- Comprehensive reports with clear recommendations
- Collaborative rating grids for HR teams and managers



Key Predict
integrates with your
preferred ATS

Our technology enables you to manage assessments
from your preferred platform by connecting
easily and quickly to your ATS or HRIS.

Predictive assessment solutions

Better HR decisions backed by science

At **Key Predict**, we do not offer standard tests. We offer a new way to understand human potential through scientifically validated assessments connected to the most strategic HR uses.



Personality and attitudes

PROFESSIONAL PROFILE 2
Big Five Profile
WORK PROFILE
AVATAR
ETIX,
CTPI-R



Aptitudes

EMOTION 2.1
SALES PROFILE 2
E-STRESS PROFILE
ENTREPRENEUR TEST



Motivations and interests

MOTIVATION +
VOCATION,
ORIENTATION



Reasoning

REASONING TEST-R (R20)
SMART (VERBAL,
NUMERICAL,
LOGICAL)
GAAT,
REASONING SPATIAL



Languages and general knowledge

FRENCH TEST
BUSINESS ENGLISH TEST
GERMAN TEST



Job-specific tests

ACCOUNTING & FINANCE
BANKING PROFESSION
MICROSOFT OFFICE
IT TESTS
BASIC CALCULATION



Pre-recorded video interview

SMART INTERVIEW



Gamified tests

IMMERSION
SMART GAME ANALOGIES




Feedback

360 FEEDBACK




PROFESSIONAL PROFILE 2


Predict personality and anticipate behaviour



112
Questions



12-15
minutes



Multilingual
(FR, EN, DE, AR, ES, IT,
NL, PT, TR, ZH, RU, HI)



Employees and
candidates in
operational and
management roles

Profil Pro 2 is a personality questionnaire that uses scientific rigour to analyse the traits that influence an individual's behaviour, motivations and performance at work.

Applications

- Recruitment
- Mobility and development
- Team cohesion

Key strengths

- Assessment of 28 personality and motivation facets through a bidimensional approach
- Social desirability control through the ipsative structure (IRT - Thurstone model)
- Internationally recognised scientific validity (English version registered with the British Psychological Society - BPS)

Dimensions

- Need for objectivity vs persuasion
- Firmness vs flexibility
- Emotional sensitivity vs stress resistance
- Introversion vs extraversion
- Organisation vs improvisation
- Personal balance vs work involvement
- Need for guidance vs desire for power
- Need for reflection vs need for action
- Modesty vs ambition
- Teamwork vs need for autonomy
- Individualism vs altruism
- Search for novelty vs preference for familiarity
- Free thinking vs respect for rules

SAMPLE QUESTION

Choose the statement that describes you best:

- I am an easy-going person.
- Only concrete facts matter to me.

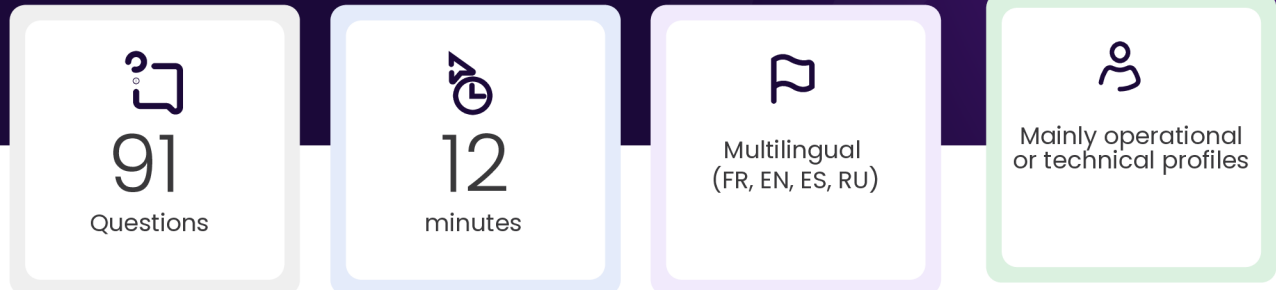
Results

- Concise profile summary
- Personalised comments
- Analysis of working style
- Comfort zones and watch-out areas
- Matching with 63 competencies and fit with roles/jobs



WORK PROFILE

Build a clear picture of behavioural competencies



Work Profile assesses workplace behaviour through the analysis of 14 personality traits, highlighting professional skills, social qualities, personal aspirations and values.

Applications

- Recruitment
- Mobility and development
- Skills assessment

Key strengths

- Intuitive analysis of 14 behavioural dimensions across 3 categories: workplace skills, social and emotional qualities, aspirations and values
- Social desirability control
- Profile positioning against 7 personality profile types

Dimensions

Workplace skills

- Organisation / Rigour
- Dynamism / Practical sense
- Adaptability / Tenacity

Social and emotional qualities

- Sociability
- Negotiation / Diplomacy
- Emotional control
- Respect for rules
- Teamwork

Aspirations and values

- Ambition / Taste for challenge
- Altruism / Service orientation
- Leadership
- Complexity / Reflection
- Autonomy

SAMPLE QUESTION

Choose the action that best describes you:

- Arguing a case
- Sorting and organising


Results

- Concise profile summary
- Scores across the 14 dimensions with graph
- Personalised comments
- Fit with 7 profile types




CTPI-R


Assess managerial potential and leadership skills



114
Questions



25-30
minutes



Multilingual
(FR, EN, ES, IT, DE,
PT)



Executives,
managers and
senior leaders

CTPI-R assesses the personality traits that are essential for leadership roles. It helps anticipate management style, the way teams are managed, how change, pressure and decision-making are handled.

Applications

- Recruitment
- Internal mobility
- Coaching

Key strengths

- Assessment of 19 personality dimensions
- Social desirability control through the ipsative structure (IRT - Thurstone model)
- Managerial Potential indicator (scale from 0 to 100) to identify future leaders quickly
- Positioning against 7 management styles, 4 thinking styles and 4 work styles

Dimensions

- **Managing others** : Affiliation, Assertiveness, Control, Support, Tact, Confidence
- **Managing change** : Action, Adaptability, Ambiguity, Visionary thinking
- **Perception style** : Meticulousness, Rationality, Respect for rules

SAMPLE QUESTION

I am more interested in immediate results than in business plans and projections.

1 2 3 4 5 6


Results

- Analysis of the 19 traits with definitions and advice
- Managerial Potential and Social Desirability indicators
- Positioning on management, thinking and work styles
- Personalised comments
- Comfort zones and watch-out areas




BIG FIVE PROFILE

Understand the major personality traits at a glance




15
Questions



7
minutes



Multilingual
(FR, EN, DE, AR, ES,
NL, MG)



Students, young
professionals or
people in career
transition

Big Five Profile is a personality test designed to assess the five major universal behavioural factors based on the Big Five psychological model. It provides a clear analysis of dominant personality traits and a quick insight into an individual's behavioural style.

Applications

- Career guidance
- Employability
- Coaching and support

Key strengths

- Assessment of the 5 core Big Five traits through a bidimensional approach
- Social desirability control through the ipsative structure (IRT - Thurstone model)
- Visual, easy-to-interpret reporting
- Scientifically validated model recognised internationally

Dimensions

- **Extraversion:** outward-looking, action-oriented, communicative.
- **Agreeableness:** kind, cooperative, empathetic, attentive, harmony-seeking.
- **Emotional stability:** even-tempered, confident when facing difficulties, thoughtful.
- **Conscientiousness:** careful, empathetic, altruistic, cooperative, consensus-oriented.
- **Openness to experience:** drawn to novelty, imaginative, dreamy.

SAMPLE QUESTION

People may criticise me for:
rank the items from 1 to 4

- Not wanting to reveal my feelings
- Wanting to change situations and people
- Always rushing around and needing to keep moving
- Wanting to plan things too much


Results

- Summary of the profile across the 5 traits
- Positioning graphs
- Analysis of sub-facets
- Strengths and development areas
- Technical sheet with norms




AVATAR

Reveal each employee's preferences and behavioural style




73
Questions



10
minutes



Multilingual
(FR, EN, ES, DE)



All profiles

AVATAR is a typology-based test that identifies an individual's natural preferences through 8 personality profiles inspired by the MBTI, DISC, Big Five, Jung and HEXACO models. It helps build a better understanding of how each person interacts, communicates and finds their ideal environment.

Applications

- Onboarding
- Team cohesion
- Mobility and coaching

Key strengths

- Based on major psychometric models (MBTI, DISC, Big Five, Jung, HEXACO)
- 8 concise profiles
- Social desirability control through the ipsative structure (IRT - Thurstone model)
- Strong scientific validity (Cronbach's alpha = 0.86; convergence index = 0.92)

Dimensions

- **Control - Adaptation:** need to lead or follow the natural course of things
- **Exploration - Security:** appetite for novelty or preference for stability
- **Results orientation - People orientation:** focus on goals or on relationships

8 personality profile types: Achiever, Supporter, Coordinator, Entrepreneur, Instructor, Inventor, Benefactor, Motivator

SAMPLE QUESTION

In your view, are you someone who is:

- Ready to take risks in order to innovate
- Careful in order to ensure security


Results

- Profile map and personalised avatar
- Scores on the 3 main dimensions
- Analysis of strengths, challenges, communication and learning style
- Comparison with other profiles




ETIX

Anticipate workplace risk behaviours


74
 Questions


10
 minutes


 Multilingual
 (FR, EN, ES, AR, RU,
 HI, NP)


 Candidates or
 employees in
 positions of
 responsibility or
 sensitive roles

ETIX is an assessment designed to estimate the likelihood that an individual may adopt or tolerate unethical behaviours, such as discrimination, harassment or dishonesty. The evaluation distinguishes attitudes towards oneself and towards others, providing a comprehensive analysis while remaining non-invasive and respectful of privacy.

Applications

- Risk prevention
- Recruitment
- Mobility & support

Key strengths

- Assesses attitudes towards 6 counterproductive behaviours: rule violations, discrimination, dishonesty, disrespect, negligence and lack of respect for equality
- Mirror approach: attitudes towards oneself and towards others
- Overall ethics score with social desirability indicator
- Non-invasive, respectful format with no moral judgement
- Compliant with ISO 26000 standards and suitable for multicultural environments

Dimensions

- Respect for facts and honesty
- Respect for rules and procedures
- Respect for assets and property
- Respect for commitments
- Respect for equality
- Respect for people

SAMPLE QUESTION

When my manager is absent, I tend to focus on the tasks I find most interesting, at the expense of those I enjoy less.

- - + +

Results

- Overall ethics score (out of 10)
- Detailed scores by facet (Self / Others)
- Mirror graph and social desirability indicator
- Personalised comments



EMOTION 2.1

Identify the key emotional competencies

100
Questions

12-15
minutes

Multilingual
(FR, EN, ES, DE, IT,
PT)

All profiles

EMOTION 2.1 assesses your candidates' soft skills by highlighting their ability to manage emotions, motivate themselves and maintain positive relationships with their teams.

Applications

- Recruitment
- Training and coaching
- Team cohesion

Key strengths

- Based on Daniel Goleman's model (5 key dimensions of emotional intelligence)
- Assessment of 15 emotional competencies
- Social desirability control
- Personalised advice for emotional development

Dimensions

- Self-awareness
- Self-control
- Self-esteem
- Self-confidence
- Self-motivation
- Optimism
- Resilience
- Flexibility
- Expression of feelings
- Assertiveness
- Empathy
- Tact
- Diversity management
- Motivating others
- Mediation

SAMPLE QUESTION

I avoid disagreeing with others in order to prevent confrontation.

- - + +


Results

- Social desirability control
- Standardised EQ score
- Results chart
- Personalised comments
- Profile summary
- Development areas




SALES PROFILE 2


Assess sales potential and skills




65
Questions



20
minutes



Multilingual
(FR, EN, ES, AR, MN)



Sales professionals
and anyone looking
to move into sales

Sales Profile 2 is a behavioural assessment designed to evaluate sales potential through realistic, scenario-based measurement of commercial behaviours. It assesses the behaviours, competencies and motivations that drive success in sales environments. The analysis provides an overall Sales Potential score, along with a precise and actionable profile.

Applications

- Recruitment
- Training
- Internal mobility

Key strengths

- Sales potential indicator integrating skills
- Social desirability indicator
- Multifactorial association reflecting actual sales behaviours
- Structured classification of sales approaches

Dimensions

- **Client Acquisition:** Approaching clients, Combativeness, Prospecting
- **Business Development:** Networking, Customer satisfaction, Strategic selling
- **Negotiation Skills:** Understanding needs, Pitching, Closing deals
- **Commercial Qualities:** Charisma, Self-control, Sales acumen

SAMPLE QUESTION

A prospect is interested in our product but is also considering a competitor's.

- I ask what they're basing their decision on.
- I highlight our product's strengths to convince them.
- I refer to a case study where we outperformed the competitor.

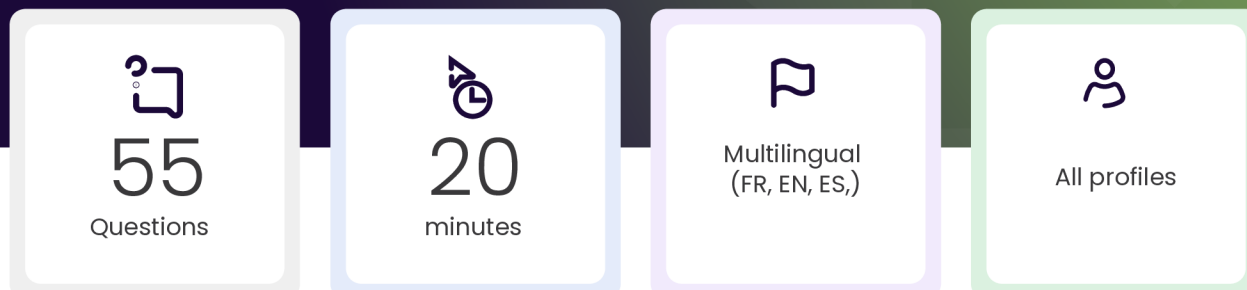
Results

- Overall sales potential score
- Positioning across 12 key traits
- Graphs and personalised interpretation
- Targeted recommendations based on sales roles



E-STRESS PROFILE

Clearly identify sources of stress at work



Profil e-Stress is an essential tool for identifying stress-generating factors at work and helping you manage occupational risks within your organisation. The test precisely analyses 11 factors considered stressful by employees.

Applications

- Prevention of psychosocial risks
- Individual support
- Team audits or collective assessments

Key strengths

- Overall workplace stress indicator
- Detailed analysis of 11 stress factors
- Social desirability control
- Personalised recommendations based on identified risks

Dimensions

- **Work content:** Work overload, Lack of clarity, Changes in methods, Responsibilities, Lack of stimulation
- **Work context:** Working environment, Job instability, Company ethics
- **Working relationships:** Relationships with colleagues, Relationships with managers, Lack of recognition

SAMPLE QUESTION

With your colleagues:

- The atmosphere could be better.
- You generally feel quite comfortable.

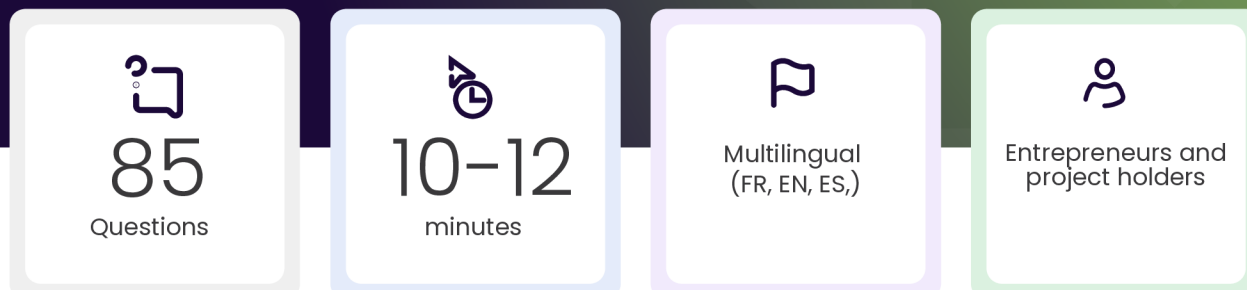
Results

- Overall stress level
- Factor-based mapping
- Personalised comments
- Motivation and satisfaction indicators
- Practical recommendations and preventive actions



ENTREPRENEUR TEST

Identify entrepreneurial potential with precision



Entrepreneur Test assesses the personality traits, motivations, competencies and experience needed to become an entrepreneur. It measures an individual's entrepreneurial potential and positions them among 5 profile types.

Applications

- Recruitment
- Training and coaching
- Internal mobility

Key strengths

- Quick reading of strengths and gaps in entrepreneurship
- Matching with 5 entrepreneurial profiles
- Structured report with a summary of strengths and weaknesses

Dimensions

Psychological factors:

- Tenacity
- Stress tolerance
- Persuasion
- Optimism
- Creativity / initiative
- Need for autonomy
- Ambition / risk-taking

Skills and experience:

- Sales
- Management
- Marketing
- Administration
- Job expertise
- IT
- International

SAMPLE QUESTION

I work more effectively:

- Under pressure
- At my own pace


Results

- Overall entrepreneurial potential score
- Positioning across 14 key dimensions
- Comparison with entrepreneur profile types
- Practical recommendations for taking action




MOTIVATION +


Reveal what truly motivates people at work



41
Questions



15
minutes



Multilingual
(FR, EN, ES)



Managers,
employees and
recent graduates

MOTIVATION+ is an assessment tool that identifies drivers of motivation and measures the level of satisfaction associated with each one. It helps connect what drives people to act with what they actually experience in their working environment.

Applications

- Recruitment
- Internal mobility and development
- Annual review

Key strengths

- Assessment of 15 motivation drivers and their level of satisfaction
- Social desirability control
- Simple, easy-to-understand completion
- Personal development guidance

Dimensions

- Self-improvement
- Intellectual curiosity
- Career opportunities
- Competition
- Mobility
- Pay
- Autonomy

- Job security
- Wellbeing
- Working atmosphere
- Social usefulness
- Developing others
- Influence
- Recognition of ideas

SAMPLE QUESTION

Indicate what you find most and least important in staying motivated at work:

- + - Everyone's ideas are welcome
- + - I receive regular feedback
- + - Within my company, everyone supports each other


Results

- Clear summary profile
- Cross-view: motivations / satisfaction
- Chart with details of satisfaction indicators (MOTIVATION+)
- Personalised recommendations and development advice




VOCATION

Identify the working environments where each person will thrive




60
Questions



10
minutes



Multilingual
(FR, EN, DE, ES)



All profiles

VOCATION is a career interests test based on John Holland's RIASEC model, the most widely used model in the world for identifying sources of motivation at work. It assesses 12 areas of interest through realistic scenarios and offers matching with 138 job profiles.

Applications

- Career guidance and career management
- Recruitment
- Mobility and development

Key strengths

- Recognised RIASEC model (six interest types)
- Analysis of 12 areas of interest plus 3-factor RIASEC combinations
- Social desirability control through the ipsative structure (IRT - Thurstone model)

Dimensions

Interest analysis according to the 6 RIASEC dimensions, detailed by factor:

- **Realistic:** Physical activity, outdoor work, manual, technical activities
- **Investigative:** Intellectual curiosity, learning, science, technology
- **Artistic:** Aesthetic sense, expression, creativity, design
- **Social:** Dedication to others, personal relationships
- **Enterprising:** Entrepreneurial mindset, leadership
- **Conventional:** Methodical mindset, data, numbers

SAMPLE QUESTION

Working in a theatre, which responsibility would you prefer?

- Designing the set and props
- Monitoring and controlling expenditure


Results

- Overall RIASEC profile and enriched combinations
- Fit with 138 job groups
- Fit with company roles
- Recommendations on learning styles and suitable environments




ORIENTATION


Supporting young people in choosing their direction




40
Questions



10
minutes



Multilingual
(FR, EN, ES)



Secondary school
students aged 14-17

ORIENTATION is a test designed to help young people understand themselves better and choose a path that suits them. Through realistic situations and a recognised model (RIASEC), it identifies the activity areas in which each profile is most likely to thrive.

Applications

- Guidance
- Support workshops
- Individual or group assessment

Key strengths

- Based on the proven RIASEC model
- Engaging, simple questionnaire adapted to younger profiles
- Direct matching with 11 study pathways and 80 job groups
- Visual, accessible, jargon-free results that make it easier to picture possible futures

Dimensions

- Realistic
- Investigative
- Artistic
- Social
- Enterprising
- Conventional

SAMPLE QUESTION

Choose one answer between + and -

- + - Reading a novel
- + - Raising funds for a humanitarian cause
- + - Doing DIY

Results

- Clear RIASEC profile (dominant type)
- Visualisation of interests and combinations
- Suggestions for suitable study pathways and job groups



REASONING TEST-R

Measure the key cognitive abilities needed to perform

42
Questions

35
minutes

Multilingual
(FR, EN, ES, DE, PT)

All profiles

Reasoning Test-R assesses the cognitive abilities required to perform well in complex tasks involving advanced reasoning. Also available in a short version: 21 questions - 20 minutes.

Applications

- Recruitment
- Training and coaching
- Academic selection / entrance exams

Key strengths

- Estimation of general intelligence factor (IQ) based on practical abilities
- Accessible short version (R20) for fast-paced contexts or pre-selection
- Varied, original questions that move away from standard formats

Dimensions

- **Logical intelligence:** ability to establish links between different elements, analyse, form hypotheses, understand implications and solve problems.
- **Numerical intelligence:** ability to solve operations, understand mathematical problems, interpret and manipulate data.
- **Verbal intelligence:** ability to use language appropriately and understand its subtleties.

SAMPLE QUESTION

In the end-of-year test, Philippe scored 12/20, although he answered 10 questions incorrectly. Given that each question had the same value, how many questions were there in the test?

10 20 25 30 35

Results

- Overall score corresponding to an estimated IQ
- Scores by factor and visualisation by area
- Clear charts and HR-oriented interpretation (strengths/weaknesses)



GAAT – Critical thinking

Assess critical thinking skills



30

Questions



40

minutes



Multilingual
(FR, EN)



All profiles

GAAT (General Analytical Aptitude Test) assesses critical thinking and judgement. The test is based on scenarios close to the workplace. Also available in a short version: 16 questions - 20 minutes.

Applications

- Recruitment
- Internal mobility
- Academic selection

Key strengths

- Measures 4 essential aptitudes: argument evaluation, critical analysis, deductive reasoning and inductive reasoning
- Practical professional scenarios placed in context
- Original exercises that move beyond traditional IQ tests

Dimensions

- **Argument evaluation:** ability to distinguish between important information and secondary data.
- **Critical analysis:** ability to recognise and understand the ideas and theories that form an argument.
- **Deductive reasoning:** ability to draw conclusions from general laws and apply them to specific cases.
- **Inductive reasoning:** ability to derive a general rule from examples.

SAMPLE QUESTION

The town council should not spend taxpayers' money on road narrowing works. There are already enough traffic jams in this city with dual carriageways. What idea is implied?

Examples of answers among the 4 possible options:
Reducing traffic jams is just as unimportant as narrowing roads

Narrowing roads will improve traffic flow for motorists

Results

- Overall critical thinking score
- Positioning across the 4 dimensions
- Clear charts and comments
- Possible solutions or interpretations (optional)



SMART

Measure the ability to reason and learn effectively



Logical: 16
Verbal: 14
Numerical: 12



Logical: 12
Verbal: 7
Numerical: 18



Multilingual
(FR, EN, ES)



All profiles

SMART is an adaptive test specifically designed to assess reasoning abilities by automatically adjusting the difficulty of questions according to each candidate's responses.

Applications

- Recruitment
- Internal mobility
- Academic selection

Key strengths

- Enables a more objective assessment of intellectual abilities
- Built-in social desirability scale
- Adaptive format: adjusts in real time to the candidate's level for precise measurement

Dimensions

- **Verbal reasoning:** Verbal analogies measure the ability to establish logical links between pairs of words.
- **Numerical reasoning:** Assesses numerical reasoning and the handling of numbers in order to extract and identify relevant information.
- **Logical reasoning:** Assesses the ability to use logical reasoning to complete sequences and integrate new information.

SAMPLE QUESTION

If there are 6 sweets in a bag, 4 bags in each box and 5 boxes on each tray, how many sweets are there on 3 trays?

a) 360 c) 330 b) 400 d) 350

Results

- Individual reports for each test
- Scores and charts for each measured ability
- Personalised comments
- Combined reasoning score when all three reasoning tests are completed



REASONING – SPATIAL

Measure the key cognitive abilities needed to perform

8
Questions

16
minutes

Multilingual
(FR, EN, ES, IN, NP)

All profiles

REASONING – SPATIAL measures a person's spatial reasoning abilities and, more specifically, their aptitude for mentally visualising objects and repositioning them in space. These skills are particularly useful in STEM fields.

Applications

- Recruitment
- Training and coaching
- Academic selection

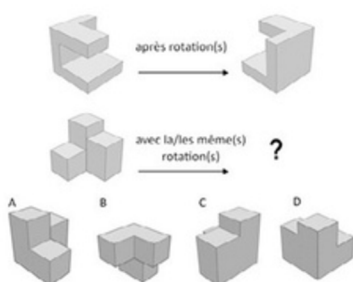
Key strengths

- Measures mental rotation, a key component of spatial reasoning
- Compares scores between STEM and non-STEM profiles
- Compact format with original questions
- Results enriched with personalised comments

Dimensions

- **Spatial intelligence** makes it possible to create, visualise and differentiate spatial models, draw conclusions and solve problems based on these visualisations or mental images.
- **Mental rotation** requires strong **mental visualisation skills**, as it involves mentally manipulating 2D and 3D objects.
- **Mental rotation** is useful in many professional fields, including interior architecture, sculpture, pottery and haute couture.

SAMPLE QUESTION



Results

- Profile summary
- Overall mental rotation score
- Personalised comments
- Definition of spatial reasoning
- Comparison of scores between STEM and non-STEM groups



FRENCH TEST

Assess written French proficiency



60

Questions



12-15

minutes



Multilingual
(FR, EN, ES, DE, IT)



Anyone whose role
requires strong
written French

The **French Test** assesses written French proficiency for all profiles, whether French-speaking or not. It accurately measures spelling, grammar and vocabulary in order to ensure written communication suited to a professional context.

Applications

- Recruitment and selection of non-native French-speaking candidates
- Internal assessment
- Exams and competitive entry tests

Key strengths

- Comprehensive assessment of written French skills
- Detailed correction and overall score out of 20
- Positioning on the CEFR scale (A1 to C2)
- Smooth, timed interface ensuring reliable results

Dimensions

- **Spelling:** assesses mastery of the essential rules used in written communication.
- **Vocabulary:** identifies the richness and range of lexical knowledge.
- **Grammar:** measures the accuracy and correctness of grammatical structures.

SAMPLE QUESTION

Choose the correct spelling:

Ennivrer

Enivrer

Results

- Overall score out of 20
- Scores by factor (spelling, grammar, vocabulary)
- CEFR level (A1 to C2)



GERMAN TEST

Assess proficiency in professional German



55

Questions



30

minutes



Multilingual
(FR, EN, ES, DE)



All profiles - from
intermediate to
advanced level

The **German Test** assesses understanding and use of German in a professional context. It accurately measures grammar, vocabulary and reading comprehension in order to ensure smooth and effective communication in international exchanges.

Applications

- Recruitment
- Internal language assessment
- Professional mobility and training
- Exams and certifications

Key strengths

- Comprehensive assessment of business German skills
- Overall score out of 10
- Multilingual report (FR, EN, DE, ES)
- Detailed correction
- Smooth, timed interface ensuring reliable results

Dimensions

- **Reading comprehension:** assesses the ability to understand texts and information from a professional context.
- **Vocabulary:** identifies knowledge of the words and expressions required for communication in an international environment.
- **Grammar:** measures mastery of the grammatical structures needed for clear and accurate expression.

SAMPLE QUESTION

Welche Präposition passt in die Lücke?
«Ich bereite mich ___ die Prüfung vor.»

für

vor

auf

über

Results

- Overall score out of 10
- Scores by factor (reading comprehension, grammar, vocabulary)
- Detailed correction and personalised comments



BUSINESS ENGLISH TEST

Assess business English proficiency



30

Questions



25

minutes



Multilingual
(FR, EN, ES, DE, PT,
TU)



All profiles -
employees,
candidates,
students

Business English Test assesses professional English proficiency through reading comprehension, vocabulary and grammar. It provides a reliable, standardised evaluation of an employee's or candidate's language level.

Applications

- International recruitment
- Internal assessment
- Exams and competitive entry tests

Key strengths

- Comprehensive assessment of business English level (A1 to C2 on the CEFR scale)
- Detailed correction and overall score out of 20
- Timed interface to ensure authenticity of results
- Instant results with positioning on an international scale

Dimensions

- **Reading comprehension:** assesses the ability to understand information taken from written texts.
- **Vocabulary:** identifies knowledge of the words required for communication in an international environment.
- **Grammar:** determines correct use of written grammatical structures.

SAMPLE QUESTION

Research in the work place reveals that people work for many reasons _____

- money beside[©] over money
- money besides besides money

Results

- Overall score out of 20
- CEFR level (A1 to C2)
- Scores by topic
- Positioning on an international scale



ACCOUNTING & FINANCE JOB TESTS

Assess technical and practical knowledge in financial management



25

Questions



20

minutes



FR, EN



Professionals or
candidates for
administrative,
finance or accounting
roles

The **Accounting & Finance tests** assess candidates' operational and theoretical knowledge in accounting management, financial control, payroll and debt collection. These tests were developed in collaboration with chartered accountants from ANECS-CJEC.

Applications

- Recruitment
- Skills assessment
- Training

Dimensions

Each test focuses on a key role:

- Accountant
- Administrative and Finance Manager
- Management Controller
- Payroll Manager

Key strengths

- Dual assessment: theoretical and practical knowledge
- Tests developed by experts in accounting, payroll and financial management
- Covers all essential areas (general accounting, cash management, taxation, payroll, management control, etc.)
- Detailed results and performance graphs by area
- Suitable for all types of organisations, from SMEs to accountancy firms

- Accounts Payable Accountant
- Collections Manager
- Accounting Associate

SAMPLE QUESTION

Your client, a tea room, offers both on-site service and the sale of kitchen products and accessories. Their revenue for the month is made up of:

- €1,000 excluding VAT from on-site consumption
- €100 excluding VAT from sales of tableware

Which accounting entries should be recorded?


Results

- Overall score out of 20
- Scores by area (accounting, management, taxation, payroll, etc.)
- Performance chart by competency
- Comments and development recommendations




BANKING PROFESSION TESTS


Assess knowledge in banking and insurance



20
Questions
per test



15
minutes
per test



FR, EN



Employees and
candidates for roles in
banking and
insurance

Banking profession tests assess both the theoretical knowledge and practical expertise of candidates and employees across the core areas of banking and insurance. These tests have been developed in collaboration with banking professionals and specialised training institutions.

Applications

- Recruitment
- Skills assessment
- Training

Dimensions

- **Account management:** Account opening and day-to-day operations, Right to an account / FQL, Associated products and services
- **Credit:** Credit product mechanisms and how they operate, Loan types and guarantees, Applicable legal and contractual frameworks

SAMPLE QUESTION

A card payment is considered irreversible:

- True
- False

Key strengths

- Tests designed with senior leaders and trainers from banking institutions
- Assessment of both theoretical knowledge and practical banking operations
- Aligned with French and European regulatory requirements
- Fast results with clear visual reports and domain-based interpretation
- Ideal tool for selecting, developing or supporting the mobility of banking advisors
- **Savings:** Core savings products and taxation, Life insurance and long-term investment products, Distinction between standard savings and more complex financial products
- **Insurance:** Home, motor and legal protection insurance, Coverage principles, claims management and regulatory framework, Health insurance products and personal accident cover


Results

- Overall score out of 20
- Scores by domain (account management, credit, savings, insurance)
- Positioning graph
- Concise commentary and development recommendations



MICROSOFT OFFICE TESTS


Assess office skills and proficiency with Microsoft tools




20
Questions
per test



12
minutes
per test



FR, EN



All profiles

The **Microsoft Office tests** assess practical knowledge and skills in the main office applications: Word, Excel, PowerPoint and Outlook. Designed to measure mastery of key features, these tests provide a reliable, fast and standardised evaluation of a candidate's level of proficiency.

Applications

- Recruitment
- Digital skills assessment
- Mobility and development
- Training

Software assessed

- **Microsoft Word**: Work environment and methods, Page layout and formatting, Editing tools, tables and graphic elements
- **Microsoft Excel** : Calculations and formulas, Environment and methods, Formatting and data management

Key strengths

- Tests aligned with the latest Microsoft Office versions
- Designed by Microsoft-certified trainers
- Targeted assessment of each software's key functionalities
- Fast results, overall score and positioning chart
- Reliable tool to standardise office skill levels across teams

- **Microsoft PowerPoint** : Environment and slide management, Text and object management, Theme and template creation

- **Microsoft Outlook** : Setup and email management, Calendar and task management, Contact and notes organisation

SAMPLE QUESTION

To start the slideshow from the first slide of the presentation, I use the F5 key.

- True
- False

Results

- Overall score out of 20
- Scores by skill area (formatting, calculations, presentations, email management, etc.)
- Basic / advanced progression chart
- Personalised comments by software application



IT TESTS

Assess key technical skills



15

Questions
per test



20

minutes
per test



FR, EN, ES



Technical profiles
and candidates for
tech/IT roles

Key Predict **IT Tests** enable fast and objective assessment of the essential technical skills required in today's technology environments: development, data, cloud and DevOps.

Applications

- Recruitment of technical profiles
- IT skills assessment
- Internal mobility

Key strengths

- Assessment based on real-life scenarios
- Standardised evaluation
- Detailed results by technical domain
- Designed for fast-paced tech recruitment
- Compatible with Key Predict predictive matching

Expertise assessed

- **SQL (assessment of the ability to query and structure databases):** joins and associations, aggregation functions, transactions and data management, syntax and relational design, CRUD operations.
- **AWS (assessment of cloud knowledge and architectures):** cloud architecture, compute, storage and networking, security and governance, development and integration, data and analytics.
- **Python (assessment of programming skills and code structuring):** syntax and fundamentals, data structures, file management, functions and modules, object-oriented programming.
- **JavaScript (assessment of front-end / back-end development skills):** core concepts, types and variables, operators and expressions, functions and methods, control structures.
- **DevOps (assessment of automation and infrastructure practices):** CI/CD and automation, containers and orchestration, cloud platforms, Infrastructure as Code, monitoring and logging.

Results

- Scores by technical domain
- Personalised feedback based on the assessed domain
- Answer explanations



BASIC CALCULATION TEST

Assess mastery of essential calculations in a professional environment



20

Questions



12

minutes



FR, EN



Any operational roles
requiring basic
numerical tasks

The **Basic Calculation Test** evaluates fundamental arithmetic skills required in many professional environments. It helps identify the ability to perform simple calculations and to effectively handle numerical information in practical, everyday work situations.

Applications

- Recruitment
- Pre-screening of operational profiles
- Validation of basic skills
- Internal assessment

Dimensions

- **Addition** : ability to perform basic additions and combine values
- **Subtraction**: ability to calculate differences and identify gaps
- **Multiplication** : ability to handle repeated quantities and proportional calculations
- **Division** : ability to distribute values and compute simple ratios
- **Combined calculations**: ability to carry out multiple operations within a single scenario

SAMPLE QUESTION

Your annual heating subscription costs €220 for the year.

You have already paid for the first 4 months.

How much do you still have to pay to complete the year?

Results

- Overall score out of 20
- Scores by domain (addition, subtraction, multiplication, division, combined calculations)
- Concise report summarising assessed skills
- Detailed explanations of answers



SMART GAME – Analogies

Assess verbal reasoning through a gamified experience

10
Questions

5
minutes

Multilingual
(FR, EN, ES)

Students, recent
graduates,
employees

SMART GAME - Analogies is a verbal reasoning assessment presented as a game. Designed as an immersive mission aboard a spaceship, participants must reconstruct sentences in order to restore communication with Earth.

Applications

- Recruitment
- Internal mobility
- Career guidance

Key strengths

- 100% gamified format (immersive space mission, stress-free)
- Rigorous psychometric assessment of verbal and logical reasoning
- Precise identification of cognitive potential, regardless of background or CV

Dimensions

- **Verbal analogical reasoning:** the ability to understand and handle relationships between words or concepts. In other words, it is not just about understanding the meaning of words, but above all understanding the link between them.

SAMPLE QUESTION

Hot is to __ what far is to distance.

- Small Desert
- Metre Temperature


Results

- Score out of 10 and percentile rank chart
- Personalised comments based on the score
- Development tips to improve verbal abilities
- Suggestions for practical applications in the workplace




IMMERSION


Reveal each person's professional drivers through play




43
Questions



20
minutes



Multilingual
(FR, EN, ES)



Students, recent
graduates, career
changers

Based on the RIASEC model, **IMMERSION** is a gamified assessment that reveals professional interests and compatible career paths. Through realistic interactive scenarios, it helps candidates picture themselves in action and respond according to their natural preferences.

Applications

- Educational and career guidance
- Employability or career transition
- Recruitment

Key strengths

- Assessment of deep professional interests
- Neutral, accessible interactive environment: a fictional bicycle manufacturing company
- No prerequisites: suitable for all profiles, even without knowledge of the workplace
- Visual, engaging and intuitive experience

Dimensions

- **Realistic:** Physical activities, outdoor work, manual, technical activities
- **Investigative:** Intellectual curiosity, learning, science, technology
- **Artistic:** Aesthetic sense, expression, creativity, design
- **Social:** Dedication to others, personal relationships
- **Enterprising:** Entrepreneurial drive, leadership
- **Conventional:** Methodical mindset, data, numbers

SAMPLE QUESTION

In your free time, which project did you choose to contribute to?

- Supporting employees experiencing stress
- Moving forward a talent retention project

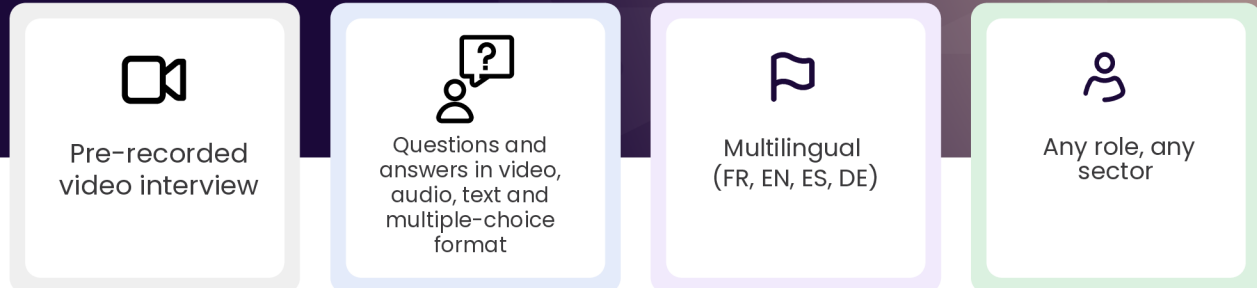
Results

- Visual map of interests based on the RIASEC model
- Recommendations for 60+ associated competencies
- Suggestions for 160+ compatible careers and study areas
- Useful interactions and educational advice to support career decision-making



SMART INTERVIEW

Optimise your recruitment with the pre-recorded video interview



Give your candidates the opportunity to showcase their skills and motivations beyond the CV through an innovative video assessment.

Applications

- Pre-selection
- Recruitment
- Mobility and development
- Skills audit

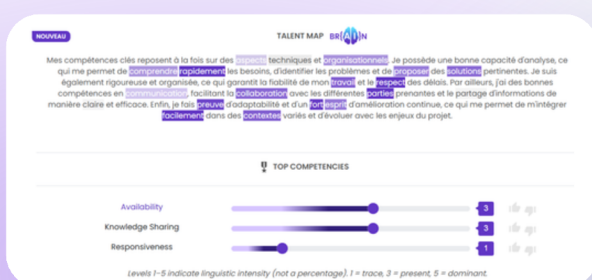
Key strengths

- Smart interviews combining video, audio and text formats
- Time savings and greater efficiency in candidate screening
- Reduced recruitment costs
- Improved candidate experience and stronger employer brand

The process

1. The recruiter adds their questions on the platform and chooses the format (video, audio, text, multiple choice) as well as the response time for each question.
2. Candidates log into the interface via the invitation they receive and answer the questions defined by the recruiter.
3. The recruiter is notified when the interview is complete and can then watch and listen to the responses. They can also compare profiles in Talent Matcher.
4. The recruiter can then invite other assessors to share their views on the candidates.

TALENT BRAIN



Analyse competencies with Talent Brain

Using response transcription, Talent Brain automatically identifies the key competencies expressed by candidates. You gain access to a clear analysis of their strengths and development areas, making it easier to compare profiles. This tool helps you make decisions based on reliable data while saving time in the analysis stage.



360 FEEDBACK

Highlight your employees' competencies



3 versions :
generic,
sales,
manager



10-15
minutes



Multilingual
(FR, EN, ES)



Suitable for all
employees

360 FEEDBACK is a multi-source assessment method that helps identify the competencies to be developed and, in doing so, strengthens team cohesion.

Applications

- Personal development
- Internal mobility
- Annual review
- Team audit

Key strengths

- Comprehensive and objective performance assessment
- Observer confidentiality respected
- Detailed report supporting the creation of a personal development plan
- Qualitative feedback in the form of comments
- Unlimited number of observers

Competency groups

Analysis of employee performance across 10 competency groups:

- Communication and influence
- Analysis and expertise
- Planning and vision
- Self-awareness and self-management
- Values and integrity
- Human relations
- Professional commitment
- Management
- Sales competencies

SAMPLE QUESTION

Rate the item from very unsatisfactory (1) to very good (5), or not observed (0):

- Having solid knowledge in a specific field or department
- Showing an investigative mindset, curiosity and an interest in novelty

Results

- Summary of assessments by observer category
- Analysis of overall performance
- Detailed analysis of feedback by competency group
- Summary of key competencies and areas for improvement
- Personalised comments

Clients references

Insurance / Banking



Technology & IT



Manufacturing



Retail / Services



Energy & Utilities / Pharmaceutical / Transportation & Logistics





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