Criteria

Assessment Portfolio

Assess candidates across multiple dimensions

Choose from the most robust and comprehensive portfolio of assessments. Our wide variety of scientifically proven assessments and structured video interviewing help employers gain a more complete picture of candidate potential.

Cognitive Aptitude	Personality	Emotional Intelligence	Risk	Skills	Structured Interviewing
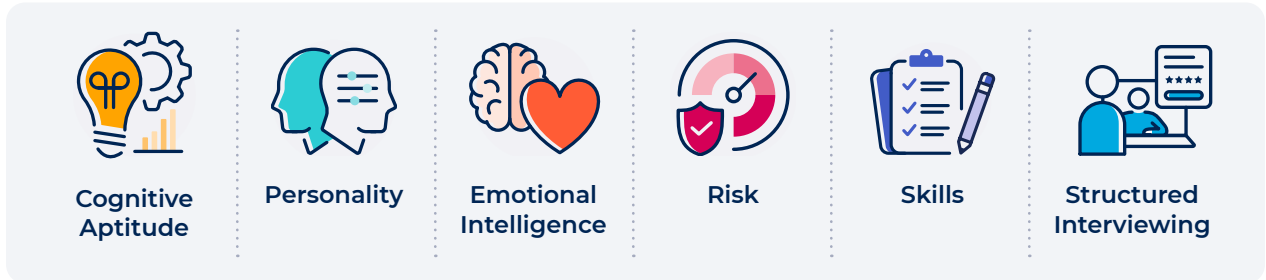
Aptitude Assessments

Criteria Cognitive Aptitude Test | CCAT® ⏱ 15 minutes

The CCAT tests an individual's ability to solve problems, digest and apply information, learn new skills, and think critically. The CCAT provides your organization with a quick, accurate way of measuring a candidate's cognitive aptitude (also called general intelligence), one of the most accurate predictors of job success for any position.

Criteria Mechanical Reasoning Assessment | CMRA ⏱ 15 minutes

The CMRA is a mobile-friendly test that measures an individual's mechanical aptitude, or ability to learn to use and maintain equipment and machinery.

Universal Cognitive Aptitude Test | UCAT ⏱ 20 minutes

The UCAT is a language-independent aptitude test that measures general cognitive aptitude, with a focus on problem solving ability, critical thinking, attention to detail, and analytical skills. The UCAT does not test verbal ability, making it easily translatable and ideal for international use.

Cognify ⏱ 10 minutes *+ tutorials*

Cognify is an immersive, game-based assessment of cognitive aptitude. Cognify delivers a rich candidate experience through 3 interactive games that measure a candidate's ability to solve problems, work with numbers, and correctly interpret and edit written text.

UCognify ⏱ 7 minutes *+ tutorials*

UCognify is a language-independent version of Cognify that doesn't include a verbal knowledge element. It delivers a rich candidate experience through 2 interactive mini-games that measure a candidate's ability to solve problems and work with numbers and predicts how a candidate will perform on the job.

General Aptitude Mobile Evaluation | GAME ⏱ 5-6 minutes

The GAME is a mobile-first, game-based assessment of cognitive aptitude that measures critical thinking, attention to detail, and learning ability. The 3 short games make it easy to evaluate candidates upfront in the hiring process by providing a quick and enjoyable candidate experience

Wiesen Test of Mechanical Aptitude | WTMA ⏱ 30 minutes

The WTMA measures a subject's mechanical aptitude, or ability to learn to use and maintain equipment and machinery. The test predicts performance for occupations involving the operation, maintenance, and servicing of equipment and machinery.

MiniCog Rapid Assessment Battery | MRAB 🕐 35 minutes

Created by Harvard University psychologists, the MRAB is a nine-test battery that measures key information processing functions (attention, working memory, problem solving ability). The test provides a powerful means of measuring a person's "mental fitness."

Criteria Attention Skills Test | CAST 🕐 10 minutes

The CAST measures a person's concentration and ability to sustain focus on one or more tasks while avoiding distractions. The CAST consists of four of the subtests of the MRAB (Divided Attention, Selective Attention: Vigilance, Selective Attention: Filtering, and Perceptual Reaction Time).

Personality Assessments

Illustrait® 🕐 5-10 minutes

Our newest personality assessment, Illustrait, gives you a highly flexible way to assess the behavioral competencies that are linked to successful performance in any job, including those with unique requirements. Our platform can recommend the relevant Illustrait competencies for over 900 O*NET jobs, or you can choose from our extensive library of 38 individual competencies. Candidates only complete questions related to the selected competencies, making the assessment brief, hyper-targeted and highly job-relevant.

Employee Personality Profile | EPP 🕐 10 minutes

The EPP is a multidimensional personality assessment that measures 12 personality traits: Achievement, Assertiveness, Competitiveness, Conscientiousness, Cooperativeness, Extroversion, Managerial, Motivation, Openness, Patience, Self-Confidence, and Stress Tolerance. The EPP provides a job match percentile for a wide variety of roles.

Sales Achievement Predictor | SalesAP 🕐 10 minutes

The SalesAP measures personality traits that are critical to success in sales. The SalesAP measures traits that may not be revealed by an interview or resumé, such as inhibitions about cold calling, reluctance to ask for a sale, or poor motivation.

Customer Service Aptitude Profile | CSAP 🕐 10 minutes

The CSAP is an adaptation of the SalesAP and measures personality traits that are critical to success in customer service and customer service-related positions. The report describes characteristics related to customer service potential and performance, such as diplomacy, cooperativeness, and patience.

Criteria Personality Inventory | CPI 🕐 10 minutes

The CPI is a general personality inventory grounded in the theory of the most widely accepted taxonomy of personality, the "Big Five" personality traits: Extroversion, Conscientiousness, Agreeableness, Openness, and Stress Tolerance.

Workplace Alignment Assessment | WAA 🕐 10 minutes

The WAA assesses the degree of alignment between a candidate's most important work preferences and the environment your organization provides. When individuals and organizations are aligned, you can expect increased commitment, engagement, satisfaction, and tenure.

Emotional Intelligence Assessments

Emotify 🕐 20 minutes

Emotify is an ability-based measure of emotional intelligence that assesses a candidate's ability to accurately perceive, understand and manage emotions. It features three engaging, interactive assessments and is used for roles where interpersonal interactions are an important factor.

Risk Assessments

Workplace Productivity Profile | WPP 🕐 7 minutes

The WPP is a risk assessment designed to screen candidates for low- and mid-level positions. It can help select reliable, conscientious, and trustworthy employees who will be more likely to follow rules and will be at lower risk for engaging in counterproductive work behaviors such as absenteeism, tardiness, and theft.

Workplace Safety Profile | WSP 🕐 10 minutes

The WSP is a risk assessment that measures a candidate's attitudes towards safety. The results provide a reliable indication of the likelihood that an individual will be involved in accidents or cause injury to themselves or others at work. The test can help organizations reduce the occurrence of workplace incidents and is primarily used for roles where safety behavior is an important factor.

Skills Assessments

Criteria Basic Skills Test | CBST 🕐 20 minutes

The CBST measures a person's basic math and verbal skills. It offers a quick way to assess job-readiness and trainability for a wide range of entry-level roles.

Computer Literacy & Internet Knowledge Test | CLIK 🕐 10 minutes

Use the Computer Literacy and Internet Knowledge (CLIK) assessment to find top candidates who have the basic computer skills to perform successfully in your role. Through a series of simulations and multiple choice questions, evaluate their proficiency with using internet browsers and common desktop applications, such as email, chat, and word processing programs.

Typing Test | TT 🕐 1 minute

The Typing Test measures an individual's typing speed and accuracy.

Ten Key Test | TKT 🕐 5 minutes

The Ten Key Test measures an individual's ability to perform numerical data entry.

Microsoft Excel 365 🕐 5-7 minutes

Identify the best candidates who are proficient in Microsoft Excel using a fast, adaptive, and interactive skills assessment. The Excel test measures an individual's ability to successfully complete basic through to advanced level tasks including Excel formulas, PivotTables, Macros, VBA and more, through a series of simulations and multiple choice questions.

Microsoft Word 365 🕐 5 minutes

Find top candidates proficient in Word using a quick and adaptive skills assessment. From formatting text and objects to creating table of contents and mail merges, employers can assess job readiness and reduce training needs for roles that require regular use of Word at the beginner through to advanced level.

Microsoft PowerPoint 365 🕐 5 minutes

Evaluate a candidate's proficiency in PowerPoint using a fast and adaptive assessment. The PowerPoint assessment measures proficiency with a wide range of PowerPoint's features and functionalities including working with images and charts, formatting objects, slide transitions, creating and using themes, animations, and much more.

Excel, Word, and PowerPoint skills tests are also available for versions 2013 and 2016.

Structured Interviewing

Structured interviews are 2x more predictive than unstructured interviews. Build structured interviews your way with Criteria's full end-to-end solution, enabling you to conduct both live interviews and asynchronous, pre-recorded video interviews.