

# TRADE



## GENERAL INFORMATION

### OBJECTIVE

To provide an instant overview of the profile of a candidate in relation to the characteristics generally sought after.

### CONTEXT

Selection or preselection  
Massive hiring  
Entry-level positions

### TARGET CLIENTELE

Manufacturing, industrial, institutional and municipal environments (material, technical, infrastructure and road services, etc.)

Production operators or machinery operators

Specialized trades: electricians, plumbers, welders, electromechanics, stationary machinery mechanics, etc.

### DURATION

90 minutes

### COST

175 \$

### LANGUAGES AVAILABLE

French  
English

## TRADE REPORT

The Trade report is an automatically generated document to present the results of a candidate following the administration of 4 online psychometric tests. This automated tool allows you to quickly obtain an overview of the position of the person being evaluated on a series of competencies to help them succeed in an operator role or in a specialized trade.

## DIMENSIONS ASSESSED IN THE TRADE REPORT

- ▶ Learning skills
- ▶ Mechanical skills
- ▶ Stress management
- ▶ Emotional management
- ▶ Adaptability
- ▶ Task orientation
- ▶ Relational skills
- ▶ Team spirit
- ▶ Respect for rules
- ▶ Prudence

## ADVANTAGES

- ▶ Complete autonomy on Interpreto's user-friendly platform for test administration and report management.
- ▶ Report generated instantly, as soon as the candidate completes the final test.
- ▶ Quick visual overview of skill level (red-yellow-green color coding).
- ▶ High, partial or low match to the job description.
- ▶ Examples of probing questions according to the skills to be skills to be improved.
- ▶ Overview of the candidate's integration style.

## 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 characteristics, [click here](#).

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

### **MECHANICAL APTITUDE TEST: TAM™ (MECHANICAL APTITUDE TEST)**

The TAM provides a measure of mechanical reasoning, based on spatial skills and knowledge of the main physical and mechanical principles (motion, mass, rotation, lever, pulley, wheel, transformation of motion, inclined plane, forces, electricity, etc.).

The test consists of 68 multiple choice questions and is timed at 30 minutes.

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

\* TAM™ – Mechanical Aptitude 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 characteristics, [click here](#).

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

### **SAFETY BEHAVIOUR QUESTIONNAIRE: ICST™ (INVENTORY OF SAFE WORKPLACE BEHAVIOURS)**

The ICST provides a measure of attitudes and behaviours related to workplace safety. The facets assessed include: trust, perceived control, stress tolerance, risk management, impulsivity management, responsibility, compliance, organization and openness to feedback.

The untimed test consists of 54 statements with answer choices (degree of agreement) and is generally completed in 10 to 12 minutes.

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

\* ICST™ – Safety at Work – trademark of IRPCANADA – all rights reserved