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## cut-e launches the **Drivers Suite** to assess for safety

*An interview with Dr Achim Preuss, founder and product director  
of the cut-e Group*



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## The cut-e Drivers Suite to help save lives, reduce accidents and protect property. An interview with Dr Achim Preuss



In this interview, Dr Preuss co-founder and Product Director of the *cut-e* Group talks about the concept behind the Drivers Suite.

Since beginning his career 1989 with a business psychology and doctorate in applied computing science, Dr Preuss has run successful HR consultancy and IT-development projects for companies like Beiersdorf, Credit Suisse, DaimlerChrysler, L'Oreal, 3M, and Siemens.

His main areas of expertise are job analysis, knowledge engineering, and e-HR with bespoke online assessment and development solutions. Over the years, he has published a number of articles on knowledge engineering, prediction methodologies and e-HR.

At *cut-e*, Achim is responsible for IT systems and product development, infrastructure and the technology partner network. He also runs major Online Assessment projects for clients like Commerzbank, PwC, Siemens and Volkswagen.

### **cut-e has developed and created a specialised suite of assessments for use with drivers and machine operators. Is there a need for such specific tools when assessing these job roles given the range of tests already on the market?**

*Dr Achim Preuss:* We believe that these roles are quite different to other roles where assessment is typically used and so do indeed require a particular set of questions and skills testing which other tools just do not give. Those that drive vehicles and operate machines have a higher level of safety responsibility compared to most jobs: any mistake can potentially injure themselves or others – and those injuries can range from minor to fatal. Of course, any accident, no matter how minimal, can also damage both machinery – leading to repair or replacement costs – and also the reputation of the company.

**Fairer and more accurate tests:** With such specific roles, a more specific test is required. The more a test battery and each component test matches the particular requirements of a role, the fairer and more accurate the measurement is. So, for these reasons we have invested in developing the Drivers Suite – a range of tools designed to reduce risk of accidents and damage among drivers and machine operators.

### **The Drivers Suite contains five tests. Can one or two be used alone or do all five need to be used?**

*Dr Achim Preuss:* Each test in the Drivers Suite has been developed so that the combined tests provide the most accurate measurement and the best information to inform a selection decision. However, depending on the specific needs and situation of our clients, the tests can be used on their own or in combination with only some of the others in the series.

The five tests in this Drivers Suite measure the following

1. Concentration
2. Reaction speed and attention
3. Ability to multitask
4. Spatial orientation
5. Observation and memory

In addition to these separate scores, we have also developed two conceptual scores, which together form an overall score. We have called these:

- Vigilance – combining concentration, reaction speed and attention
- Information processing – combining the ability to multitask with spatial orientation, observation and memory

We also go one step further and recommend using additional assessments looking at a person's disposition. So, the tests are also able to measure:

- Impulse control
- Ethical awareness
- Trustworthiness

## **Two of the tests have been specifically customised for drivers and machine operators. How have you done this?**

*Dr Achim Preuss:* The psychometric quality of a test increases when the assessment reflects the actual tasks of a job. When a candidate perceives the questions to be relevant to the job role, there is greater face validity, which is important for candidate acceptance of the assessment. With this in mind, we developed a version of the memory test in which only international symbols drawn from the work environment of drivers and machine operators were used.

Additionally we developed a specific version of the multitasking test in which the left hand side of the testing monitor that resembles a real-life operating machine dashboard. So ensuring high face validity as well as criterion validity because the assessment is close to real life.

## **You recommend the additional use of the *cut-e* integrity test, *squares* - why?**

*Dr Achim Preuss:* The *cut-e squares* test is an assessment of integrity. When analysing damage claims there seems to be two main causes of accidents: the first is an error in processing information by the employee. The second is that the individual does not have a disposition towards safe behaviour for whatever reason. Such counterproductive dispositions are assessed with the integrity test, *squares*.

## **What else is important to tell us about the Drivers Suite?**

*Dr Achim Preuss:* It has been designed to identify those who are most suitable for the job – so it can be used during the selection stage. But we think it can also be used on a regular basis to test whether the person is 'fit for the shift': with only a few minutes of tests, you are able to understand whether the employee might be a risk to him or herself, or to others due to the influence of overfatigue, intoxication or something else which has a temporary effect on the person's performance and capability.

We are currently involved in several studies to validate this 'fit for shift' concept by looking at different scenarios. We'll be posting results as they become available.

For more information, please refer to [www.cut-e.com/drivers-suite](http://www.cut-e.com/drivers-suite)

## **Some clients who use *cut-e*'s aptitude tests**

Aer Lingus, Airbus Defence & Space, Boom Logistics, BP, Bus Eireann, CityJet, Comair Limited, Devro, EasyJet, Etihad, Johnson Controls, Morgan Advanced Materials, Scania, Siemens, Still

*cut-e* is world leader in the design and implementation of innovative online tests and questionnaires for recruitment, selection and development. *cut-e* helps companies identify people with the right capabilities and cultural fit to deliver optimal business results. *cut-e* carries out over 4 million assessments per year in over 70 countries and 40 languages.