



Commercial Cyber Aptitude Test (CCAT)

Develop best-in-class performers for your cyber security environment

Highlights

- Assess employees' and candidates' behavioral attributes and cognitive aptitude to acquire the technical knowledge required in a cyber role
- Enable a rapid workforce scale while reducing hiring costs and increasing the quality of each hire
- Receive candidates' scores in a comprehensive report



What is CCAT?

The security challenges faced in cyber space are significant and growing. Cyber capabilities allow hackers, criminal organizations and a host of other bad actors to significantly impede, disrupt or damage a company's reputation, ability to generate revenue and maintain competitive advantage in the market. The costs associated with a loss of customer data are soaring. As technology rapidly evolves, bad actors are growing more sophisticated and their numbers are increasing exponentially.

To counter this threat and gain the upper hand, people and capabilities must evolve more quickly. To this end, IBM® has developed the Commercial Cyber Aptitude Test (CCAT). The test focuses on identifying "latent" ability rather than existing skill by assessing behavioral attributes and cognitive aptitude to acquire the technical knowledge required for success in a cyber role. CCAT provides a vehicle to assess cyber potential of existing employees across the enterprise and external candidates, enabling rapid workforce scale while reducing hiring costs and increasing the quality of each hire in three key areas:

- **Selection:** identifying the highest potential candidates from the broadest pool
- **Training:** improving the success rates of individuals selected
- **Retention:** identifying candidates with the greatest affinity to improve retention

The following list depicts the ideal behavioral traits for a cyber analyst measured by CCAT. Some of these traits may seem counterintuitive, which means that your current recruitment profiles may be missing the mark.

Behavioral traits for cyber roles

- Adaptability
- Compliance
- Dependability
- Energy
- Learning orientation
- Organized
- Resilience

What does CCAT do?

This test is focused on the aptitude necessary for success in an entry-level security operations center (SOC) analyst role. Through research with our clients, we have determined that this is the fundamental building block role that supports competency development for all other cyber roles. Traits measured by CCAT include:

Scale	Objective(s)	Category
Personality	Measures work styles/personality characteristics	Behavioral
Error detection	Measures logical reasoning via pseudo-coding logic exercise	Ability
Pattern matching	Measures ability to accurately and quickly locate mismatches in highly detailed data information sets presented graphically	Ability

Candidates' scores are presented in a comprehensive report to the program manager.

Commercial Cyber Aptitude Test (CCAT) Manager Report

CANDIDATE NAME: anonymous anonymous
 DATE OF ASSESSMENT: 27 February 2018
 OVERALL SCORE: 83% Percentile

CANDIDATE SUMMARY RESULTS

Area	Percentile	Test Score	Scale Average	Average	At Risk	Test Score
Overall	83					X
BEHAVIORAL						
Using everything to remain consistent and predictable						X
Questioning authority, and having a general aversion to rules, procedures, and social norms						X
Being more forthright and assertive in conversations						X
Discharging energy in reaction to external events and in a short range of time						X
Being primarily defined with one's self, identifying and using the need to fight for self-advancement						X
Being more likely to take risks, producing a high level of output						X
Being uneasy, restless, and upset a lot of the time						X
APTITUDE						
Task Solution	76					X
Pattern Matching	72					X

CANDIDATE DETAILED RESULTS

OVERALL
 The overall results suggest that Cyber Security roles may not be presently suitable for them. Check whether the candidate understood the importance of the CCAT, and whether there were issues that may have adversely affected their performance.

PERSONALITY

Adaptability
 Their responses suggest that they are open to change, like to try new and different things, and can deal well with ambiguity and uncertainty.
 Percentile 87% - Above Average

Compliance
 They prefer to work within established guidelines and company protocols. They are happier working with existing rules and processes, although they will consider new and different solutions if they are proven to be successful.
 Percentile 100% - Above Average

Dependability
 They tend to respond to high standards and can be relied upon to complete work and deliver ownership for tasks undertaken. They prioritize tasks of their own doing through or commitments, and show a proactive approach to work.
 Percentile 100% - Above Average

Energy
 Their responses suggest that they are willing to work hard, preferring fast paced environments, where energy can be productively used. They work in a determined way, maintaining high levels of energy.
 Percentile 87% - Above Average

Learning/Orientation
 They view learning as a continuous, ongoing process and are highly motivated and engaged by learning opportunities and challenges. They prefer to learn a variety of new things from working, personal goals for development and enrichment.
 Percentile 100% - Above Average

Openness
 They prefer to work in an organized fashion and perform best when presented to a planned approach. They prosper of tasks requiring structure and organization through or location they may not prefer to work in less-structured or ambiguous situations requiring flexibility.
 Percentile 100% - Above Average



© Copyright IBM Corporation 2018

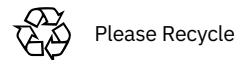
IBM Corporation
 Talent Management Solutions
 New Orchard Road
 Armonk, NY 10504
 U.S.A.

Produced in the United States of America
 March 2018

IBM, the IBM logo and ibm.com are trademarks of International Business Machines Corp., registered in many jurisdictions worldwide. Other product and service names might be trademarks of IBM or other companies. A current list of IBM trademarks is available on the Web at "Copyright and trademark information" at www.ibm.com/legal/copytrade.shtml.

This document is current as of the initial date of publication and may be changed by IBM at any time. Not all offerings are available in every country in which IBM operates.

THE INFORMATION IN THIS DOCUMENT IS PROVIDED "AS IS" WITHOUT ANY WARRANTY, EXPRESS OR IMPLIED, INCLUDING WITHOUT ANY WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND ANY WARRANTY OR CONDITION OF NON-INFRINGEMENT. IBM products are warranted according to the terms and conditions of the agreements under which they are provided.



For additional information

To learn more about IBM talent management solutions, visit: www.afmtalentmanagement.co.uk/assessments Or contact: Granville Smithies at gsmithies@afmgroup-solutions.co.uk. Or call 01438 237224

67014167USEN-00