

# Measuring the value of assessment at Credit Suisse

Recognising  
high performers is  
**40%**  
more likely

when using two ability tests rather  
than no ability tests.

## The Solution

To turn big data into smart data by conducting a valid business impact study using the assessment, performance and attrition data of 2,800 experienced hires

Data-based evidence shows that  
**cognitive  
ability tests**

- ➔ can increase diversity
- ➔ are gender-neutral
- ➔ have no adverse impact in any of Credit Suisse's managerial, professional or producer roles

## The Challenge

To demonstrate the value of assessment by linking psychometric test results to employee performance and workforce diversity



## The Outcome

Top-performing producers deliver  
**50% more profit**  
than good performers.







High test scorers are  
**twice as likely to be  
top performers**  
rather than low performers.



**15% more  
top performers hired**  
when two cognitive ability tests  
were applied.



# Demonstrated benefits of assessment

-  **1** Credit Suisse's assessments help increase diversity because they are **gender-neutral, fair and objective**
-  **2** cut-e's tests are strong predictors of **high performance and early attrition**
-  **3** Using verbal and numerical tests together provides a **more robust prediction** than one test alone
-  **4** Cognitive ability and personality testing **improves the quality of people** hired at Credit Suisse

*"This is another significant milestone that shows the sustainable impact and competitive advantage to be gained from applying scientifically proven methods in our selection process."*

*Andreas Melcher,  
Head of Global Assessment & Selection at Credit Suisse*

Read the full story at:  
[www.cut-e.com/reference-finder](http://www.cut-e.com/reference-finder)



**About cut-e:** Founded in 2002, cut-e (pronounced 'cute') provides online tests, questionnaires and gamified assessments. In May 2017, global professional services firm Aon plc acquired cut-e and integrated the company into its global talent solution. cut-e and Aon, as Aon Assessment Solutions, undertake 30 million assessments each year in 90 countries and 40 languages.

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