

# Cyber Aptitude Assessments component of IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud helps organizations meet the challenge of hiring cybersecurity talent

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## At a glance

IBM<sup>(R)</sup> Kenexa<sup>(R)</sup> Behavioral Assessments for Hourly Roles on Cloud now includes Cyber Aptitude Assessments, a component that can help organizations meet the needs of hiring talent with critical cybersecurity skills.

Capabilities:

- Helps organizations select the right talent for cybersecurity roles
- Assesses candidates' aptitude for critical cybersecurity traits
- Predicts the candidates fit and probable performance when in cybersecurity roles
- Helps gain competitive edge in hiring and retaining cybersecurity talent
- Helps organizations address the cybersecurity skills gap by identifying cyber aptitude for all levels of jobs

## Overview

Cyber Aptitude Assessments, a new component of Kenexa Behavioral Assessments for Hourly Roles on Cloud, delivers a technical aptitude assessment that tests for cyber aptitude. This component helps Chief Information Security Officers (CISOs) and Chief Human Resources Officers (CHROs) meet the challenge of selecting qualified employees for their cybersecurity jobs.

Cyber Aptitude Assessments tests candidates for the purpose of predicting performance in areas critical to the success in cybersecurity jobs. Components of the cyber assessment:

- Personality: Preferred way of working
- Fault finding: Ability to detect errors and identify faults
- Checking and accuracy: Ability to be precise and check highly detailed work
- Verbal reasoning: Ability to work with written information, such as communication manuals and learning materials

Cyber Aptitude Assessments can help organizations select and retain talent for the following roles:

- Security Data Analysts

- Cybersecurity Developers
- Threat Monitoring Analysts
- Security Operations Center Analysts
- Command and Control Threat Hunters
- Cyber Operations Engineers
- Cyber Help Desk Analysts
- Security Awareness Trainers

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## Key prerequisites

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See the [Hardware requirements](#) and [Software requirements](#) sections.

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## Planned availability date

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March 27, 2018

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## Description

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Cyber Aptitude Assessments assesses a candidate in the following areas:

- Personality
  - Adaptability: Dealing with changing environment and demands
  - Attention to detail: Precision
  - Compliance: Willingness to follow fixed, agreed procedure and process
  - Composure: Self-control and emotional stability
  - Dependability: Self-discipline and thoroughness
  - Energy: Drive and effort
  - Learning inclination: Willingness to learn as well as desire to improve skills
  - Resilience: Dealing with stress and pressure
  - Team orientation: Cooperating with other analysts and sharing information
- Fault finding
  - Designed to provide a fair, objective, rapid, and practical measure of an individual's skills in diagnosing faults in systems
  - Presents the test taker with an input of visual images, a series of functions, and a subsequent output of visual images, then asks the test taker to identify any faults in the coding system
- Checking and accuracy
  - Presents the test taker with coded information displayed in several tables. Each table contains two columns of symbols with either four or six lines. Task is to determine whether each line in Column A of the table appears in any of the lines in Column B.
- Verbal reasoning
  - Presents the test taker with passages of text followed by a series of statements.
  - Passages focus on topics from IT, cyber security, and new technology but no knowledge of these issues is required to answer the questions.

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## Program number

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<b>Program number</b>	<b>VRM</b>	<b>Program name</b>
5725-P17	Cloud Service	IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud

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## Offering Information

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Product information is available on the [IBM Offering Information](#) website.

More information is also available on the [Passport Advantage<sup>\(R\)</sup>](#) and [Passport Advantage Express<sup>\(R\)</sup>](#) website.

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## Publications

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Product documentation, including an Administration Guide, Managers Guide, and Release Notes, are available in [IBM Knowledge Center](#).

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## Services

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### Software Services

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IBM Software Services has the breadth, depth, and reach to manage your services needs. You can leverage the deep technical skills of our lab-based, software services team and the business consulting, project management, and infrastructure expertise of our IBM Global Services team. Also, we extend our IBM Software Services reach through IBM Business Partners to provide an extensive portfolio of capabilities. Together, we provide the global reach, intellectual capital, industry insight, and technology leadership to support a wide range of critical business needs.

To learn more about IBM Software Services, contact your Lab Services Sales or Delivery Leader.

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## Technical information

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### Specified operating environment

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#### **Hardware requirements**

- A direct internet connection
- Personal Computer or tablet device with minimum screen size of 768 pixels.

#### **Software requirements**

One of the following browsers:

- Microsoft<sup>™</sup> Internet Explorer 11
- Google Chrome
- Mozilla Firefox
- Apple Safari

The program's specifications and specified operating environment information may be found in documentation accompanying the program, if available, such as a readme file, or other information published by IBM, such as an announcement letter. Documentation and other program content may be supplied only in the English language.

#### **Companion products**

The following products or services could be purchased with this offering:

- IBM Kenexa Talent Acquisition Suite
- IBM Kenexa Talent Frameworks
- IBM Kenexa Assessments

## Planning information

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### **Packaging**

This offering is accessed through the internet. There is no physical media or electronic deliverable.

### **Security, auditability, and control**

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Kenexa Cloud Service offerings use the security and auditability features of the host hardware or software.

The customer is responsible for evaluation, selection, and implementation of security features, administrative procedures, and appropriate controls in application systems and communication facilities.

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## Ordering information

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This product is only available through Passport Advantage. It is not available as shrinkwrap.

These products may only be sold directly by IBM or by authorized IBM Business Partners for Channel Value Rewards.

More information can be found on the [IBM Channel Value Rewards](#) website.

To locate IBM Business Partners for Channel Value Rewards in your geography for a specific Channel Value Rewards portfolio, go to the [Find a Business Partner](#) page.

Product group: Collaboration Solutions and Talent Management

Product Identifier Description: Kenexa Behavioral Assessments for Hourly Role on Cloud (5725-P17)

Product category: IBM Kenexa Assessment products

### **Passport Advantage**

#### **IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud (5725-P17)**

<b>Part description</b>	<b>Part number</b>
IBM Commercial Cyber Aptitude Test Event per Annum	D1X8QLL
IBM Commercial Cyber Aptitude Test Event Overage	D1X8RLL
IBM Defence Cyber Aptitude Test Core for Government Event per Annum	D1X8ULL
IBM Defence Cyber Aptitude Test Core for Government Event Overage	D1X8VLL
<b>Part description</b>	<b>Part number</b>
IBM Defence Cyber Aptitude Test for Government in the UK, US, CAN, AUS, and NZ Event per Annum	D1X8SLL
IBM Defence Cyber Aptitude Test for Government in the UK, US, CAN, AUS, and NZ Event Overage	D1X8TLL

## Charge metric

Program name	PID number	Charge metric
IBM Kenexa Behavioral Assessments for Hourly Roles on Cloud	5725-P17	Event

## Event

Event is a unit of measure by which the Cloud Service can be obtained. An Event is an occurrence of a specific event that is processed by or related to the use of the Cloud Service. Sufficient entitlements must be obtained to cover every Event during the measurement period specified in a Proof of Entitlement (PoE) or Transaction Document.

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## Terms and conditions

The information provided in this announcement letter is for reference and convenience purposes only. The terms and conditions that govern any transaction for the acquisition of Cloud Services from IBM consist of either the IBM Cloud Services Agreement and the applicable offering Service Description or the IBM International Passport Advantage Agreement or the International Passport Advantage Express Agreement and the IBM Terms of Use -- General Terms for Cloud Offerings and the applicable offering Service Description.

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Additional technical support information for this Cloud Service offering may be found in the [IBM Support Handbook](#) or in service-specific documentation.

## Terms of Use

Cloud Service offering-specific terms are available on the [Cloud Service terms](#) website.

## Limited warranty

See the warranty defined in the applicable agreement governing Client's acquisition for this offering.

## Money-back guarantee

No

## Volume orders (IVO)

No

## Passport Advantage applies

Yes, information is available on the [Passport Advantage and Passport Advantage Express](#) website.

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**Usage restrictions**

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Yes

See the [Cloud Service terms](#) for details.

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**Software Subscription and Support applies**

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No

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**Variable charges apply**

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No

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**Educational allowance available**

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Not applicable.

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**Statement of good security practices**

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IT system security involves protecting systems and information through intrusion prevention, detection, and response to improper access from within and outside your enterprise. Improper access can result in information being altered, destroyed, or misappropriated or can result in misuse of your systems to attack others. Without a comprehensive approach to security, no IT system or product should be considered completely secure and no single product or security measure can be completely effective in preventing improper access. IBM systems and products are designed to be part of a regulatory compliant, comprehensive security approach, which will necessarily involve additional operational procedures, and may require other systems, products, or services to be most effective.

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**Prices**

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**Business Partner information**

If you are an IBM Business Partner -- Distributor for Workstation Software acquiring products from IBM, you may link to Passport Advantage Online for resellers where you can obtain Business Partner pricing information. An IBMid and password are required to access the [IBM Passport Advantage](#) website.

**Passport Advantage**

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