



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	Attest	Test Score
Overall	83				Attest	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.

Percentile: 83% - Above Average

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 do suggest wanting some existing rules and processes although they will consider new and different solutions if they are proven to be successful.

Percentile: 87% - Above Average

Dependability

They tend to meet high standards and can be relied upon to complete work and deliverable items for their supervisor. They prioritize tasks of their higher through or commitment, and show a proactive approach to work.

Percentile: 87% - Above Average

Energy

Their responses suggest that they are willing to work hard, producing fast paced environments, where energy can be productively used. They work in a customer care, marketing, high volume 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 seek out a variety of development from existing processes for development and enrichment.

Percentile: 87% - Above Average

Openness

They prefer to work in an organized fashion and perform best when organized in a planned approach. They prefer to take existing structure and organization through or location they may get preferred to work in a less organized or ambiguous situations requiring flexibility.

Percentile: 87% - Above Average



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