Commercial Cyber Aptitude Test (CCAT)

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

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

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**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 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:

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

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

For additional information
To learn more about IBM talent management solutions, visit [ibm.com/talent-management](http://ibm.com/talent-management) or contact your IBM representative.