HRid

Test Catalog

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Personality

04
Emo

ID-Emotional Intelligence

The ID-Emotional Intelligence (Emo) is a personality test that first identifies your preferred style from among 16 main personality types and then describes the impact of this style in various contexts. It provides information on how you manage your emotions and your interactions with others. It is therefore a very complete portrait that will help you to better situate yourself in relation to your style and preferences.

Target audience
All levels of positions in an organization. Intended for an adult population in a development context.

Time required
30 minutes

Administration
169 Questions | True or False

Correction time
Snapshot

Languages available
French | English

Standard report
English | French

01
Tac

ID-Personality

The ID-Personality (Tac), *previously Work Approach and Behaviour Test (WABT)*, is a personality inventory that measures normal personality at work in a selection context. It is designed to evaluate critical approaches and behaviours in daily work situations, thus providing an accurate profile of the candidate's personal characteristics.

Target audience
All levels in an organization. Intended for an adult population in a staffing context.

Time required
Tac-B : 45 minutes
Tac : 1 hour and 15 minutes

Administration
Tac-B : 150 Questions | Multiple Choice
Tac: 300 Questions | True or False

Correction time
Snapshot

Languages available
French | English | Spanish

Competency Report
English | French
Management Report :
English | French | Spanish

Report with quotients
English | French
Psychometric Report
English | French

03
Etd

ID-Personality in School

The ID-Personality in School (Etd), *previously Work and Study Approach and Behaviour Test (WSABT)*, is used to measure the candidate's potential to undertake studies and quickly identify the best applicants. This personality inventory is designed specifically for the workplace or daily study and is validated by experts. It measures the essential approaches and behaviours of a student who must perform within a limited enrollment program.

Target audience
All students wishing to enroll in a college or university program.

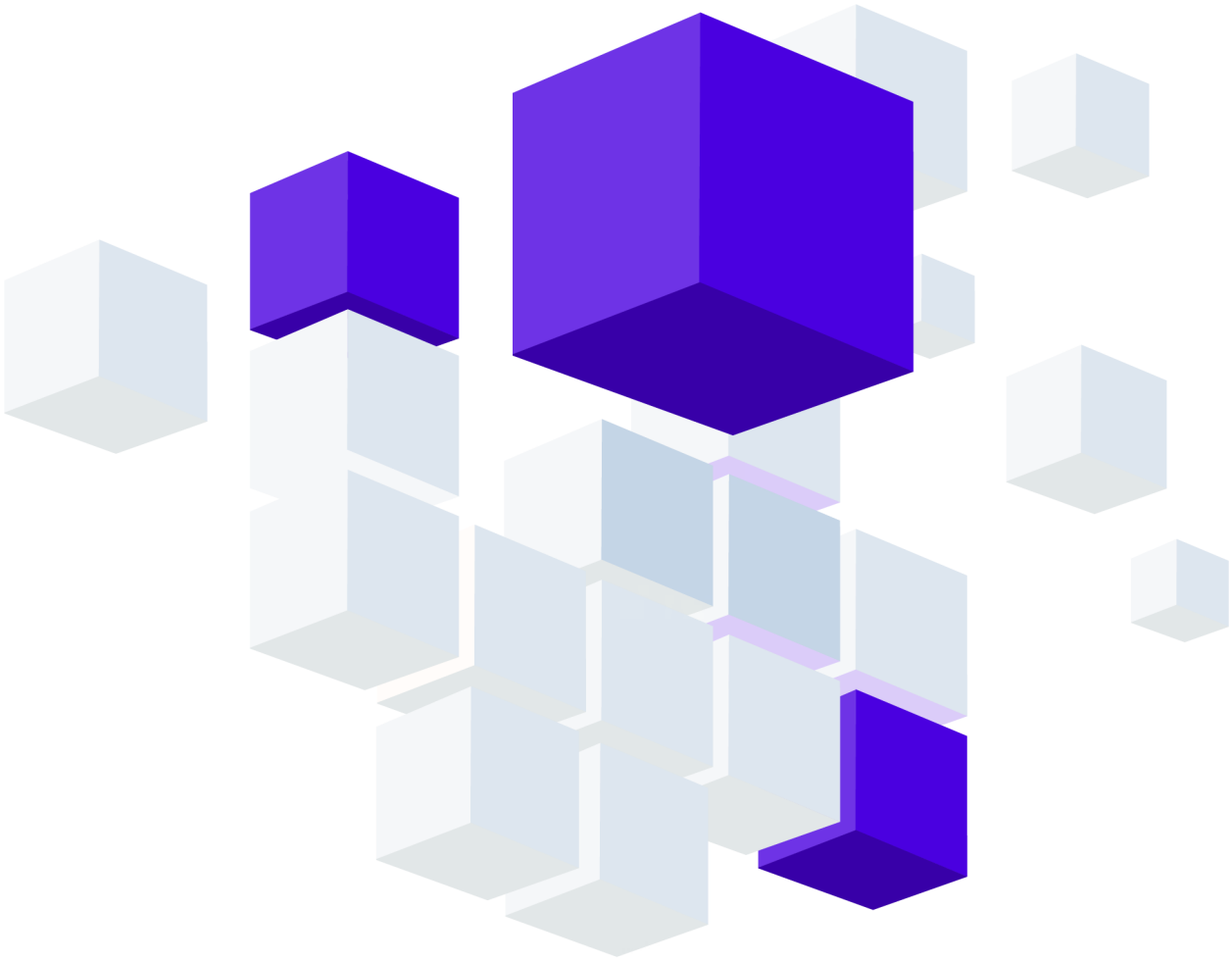
Time required
Etd-B: 45 minutes
Etd: 1 hour and 15 minutes

Administration
Etd-B: 150 Questions | Multiple Choice
Etd: 300 Questions | True or False

Correction time
Snapshot

Languages available
French | English

Management Report
English | French



Diversity and values

02
Tvo

ID-Values

The ID-Values (Tvo), *previously Organizational Values Test-Pyramid Format (OVT-PYR)*, is a tool used to assess the organizational and work values of an individual, a working group, or a company. This tool looks at the fit between an organization's values and those of candidates or employees for selection or development purposes. This version assesses 34 organizational and work values.

Target audience
Any organization that wishes to favour a strategic orientation centred on the organizational values.

Time required
Tvo: 45 minutes
Tvo-B: 55 minutes

Administration
4 Questions | Ranking of values
40 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English | Spanish

Standard Report
English | French
Comparison Report
English | French

05
Div

ID-Diversity

The ID-Diversity (Div), *previously Diversity Approach (TAFAD)*, is a tool that evaluates the comfort level of someone interacting with people who value different ways of doing things and have different work values. The test is a self-diagnostic tool and measures the participant's openness to different cultural topics. It is based on a conceptual approach and has been standardized by professionals and managers from different backgrounds and cultures.

Target audience
Individuals and organizations wishing to undertake a reflection or development process on their approach to diversity.

Time required
Div: 30 minutes
Div-B: 45 minutes

Administration
Div: 100 Questions | Multiple Choice
Div-B: 127 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

06
Int

ID-Intercultural

The ID-Intercultural (Int), *previously Intercultural Effectiveness (IET)*, is a tool that assesses the extent to which people are willing to take on roles in a culture different from their own. The test is a self-diagnostic tool and identifies comfort and risk zones that must be considered when assessing the relevance of working outside one's country of origin. Cognitive, social, and emotional factors are assessed considering different cultures. The test is based on a conceptual approach and has been standardized by professionals and executives working abroad.

Target audience
People of different hierarchical levels who plan to work abroad or with members of a cultural community different from their own.

Time required
1 hour

Administration
230 questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

09
VId

ID-Values/Dot

The ID-Values/Dot (VId), *previously Organizational Values Test-Pyramid Format- Version B (OVT-PYR-VB)*, is a tool used to assess the organizational and work values of an individual, a working group, or a company. This tool looks at the fit between an organization's values and those of candidates or employees for selection or development purposes. Compared to the ID-Values version, this variant evaluates only 34 organizational values, and does not evaluate work values.

Target audience
Any organization that wishes to favour a strategic orientation centred on organizational values.

Time required
25 minutes

Administration
1 Question | Ranking of values

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French
Comparison Report
English | French

Leadership

23
Ldr

ID-Leadership

The ID-Leadership (Ldr), *previously Leadership (LEAD-R)*, is an assessment tool designed to accurately measure key aspects of leadership related to recruitment, succession development, and coaching. This questionnaire, based on the most recent theories, evaluates the essential factors of leadership.

Target audience
Any person who plays or is seeking to play a management or mobilization role.

Time required
45 minutes

Administration
100 Questions | Multiple Choice
2 Questions | Ranking

Correction time
Snapshot

Languages available
French | English | Spanish

Leadership Styles Report
English | French
Competency Report
English | French

34
Ent

ID-Entrepreneurship

The ID-Entrepreneurship (Ent) is designed to assesses the key characteristics of entrepreneurs that distinguish themselves by their success in business. The test covers all the important aspects of entrepreneurship, i.e. the conditions for success, the ability to take risks, the motivation and interest in becoming an entrepreneur, the personal characteristics that are necessary to carry out such a project and the concrete intention to start a business.

Target audience
Anyone wishing to start or take over a business, or accompany entrepreneurs in this type of activity.

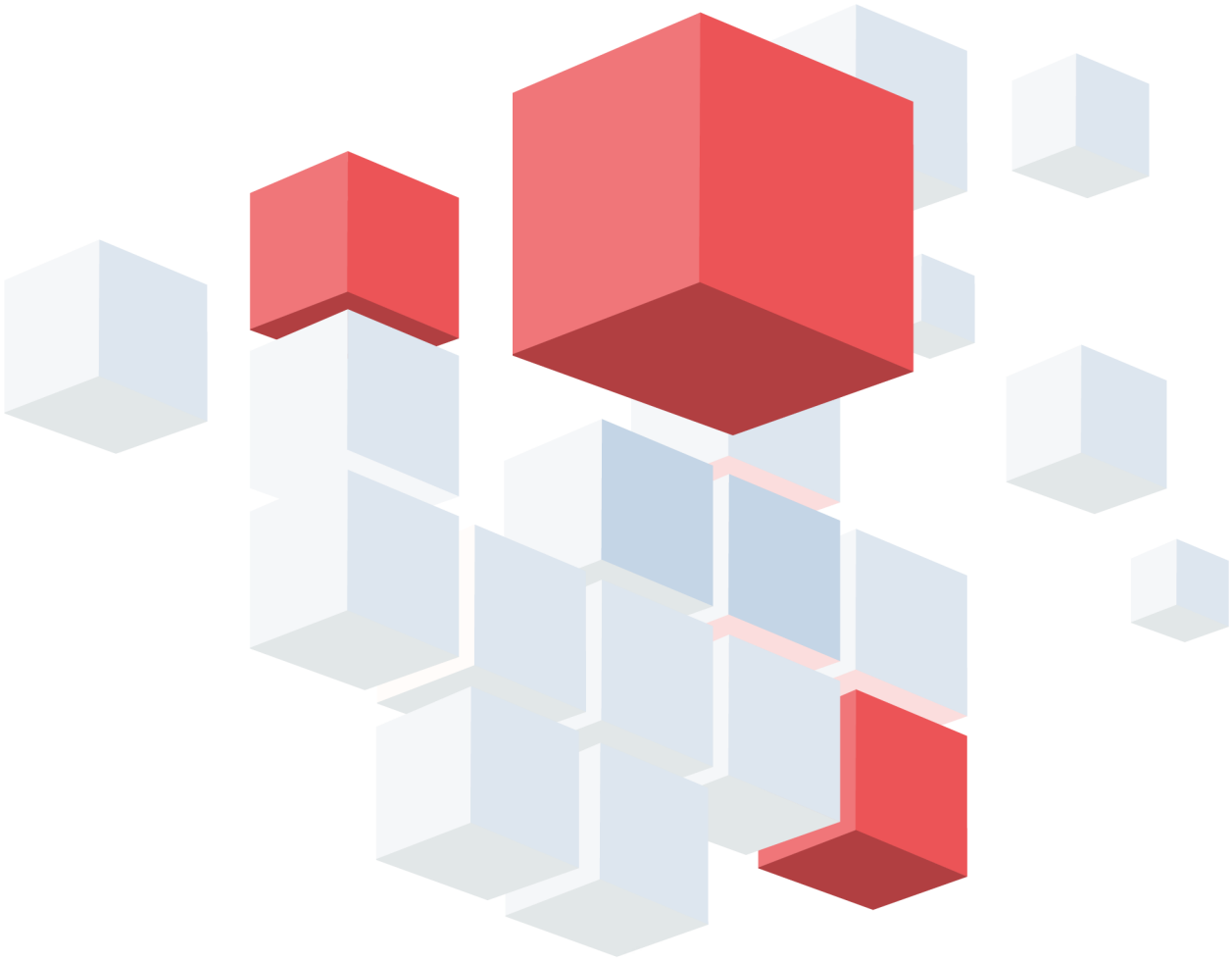
Time required
20 minutes

Administration
103 questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French



Interest and motivation

07
Tel

ID-Teleworking

The ID-Teleworking (Tel), *previously Interest in Telecommuting (TOTEM)*, is designed to assess the candidate's profile based on the characteristics of the environment generally associated with the well-being and productivity of people working from home. The report indicates how well a candidate's profile matches these characteristics.

Target audience
Any organization that wishes to assess a candidate's ability to work from home.

Time required
30 minutes

Administration
84 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

08
Car

ID-Career

The ID-Career (Car), *previously Test 20/20 Career (20/20 Career)*, is a tool that allows participants to quickly identify their career interests and evaluate their degree of suitability (fit) for the desired position, taking into account their skills and personality. This assessment tool was specifically designed for people looking for job opportunities or seeking professional mobility. The test allows candidates to see where they stand in relation to more than 1,500 jobs listed by the main job dictionaries.

Target audience
Employees seeking career mobility, job seekers and students exploring different career options.

Time required
45 minutes

Administration
226 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Canada Report
English | French

12
Ing

ID-Management Interest

The ID-Management Interest (Ing), *previously Interest in Management (IMT)*, is a tool assessing a person's interest in management. This test was developed to provide people with a tool for reflecting on their career. It is also a reference tool for managers who wish to accompany their employees in a career development process based on their interests.

Target audience
A developing adult population with little or no management experience and wishing to measure their interest in this type of position.

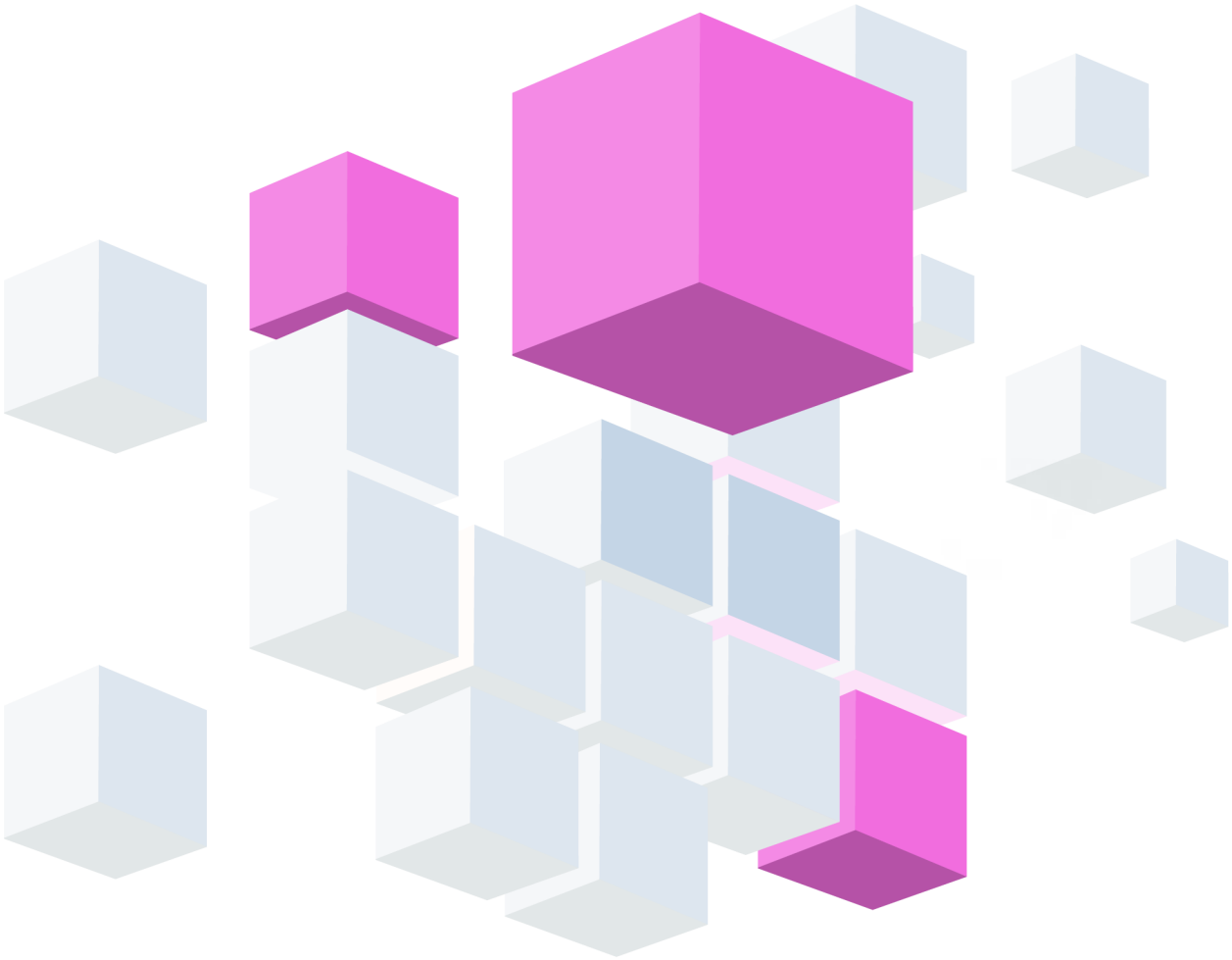
Time required
15 minutes

Administration
54 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French



Office technology

11
Ppt

ID-PowerPoint

The ID-PowerPoint (Ppt), *previously Practical Exercise for Microsoft® PowerPoint (POWER-POINT-AT)*, is designed to assess a candidate's ability to perform general computer operations on the Microsoft® Office suite PowerPoint software. It provides an accurate overview of the person's mastery of these different functions.

Target audience
Any organization that wishes to assess a candidate's mastery of Microsoft® PowerPoint software general functions.

Time required
30 minutes

Administration
N.A.

Correction time
3 to 5 business days

Languages available
French | English

Standard Report
English | French

22
Exl

ID-Excel

The ID-Excel (Exl), *previously Practical Exercise for Microsoft® Excel (EXCEL-AT)*, provides a fair assessment of a candidate's ability to use the various functions and formulas of the Microsoft® Office Excel software.

Target audience
Any organization that wishes to assess how well an individual has mastered the functions of the Microsoft® Excel software.

Time required
Exl-Gen (General functions): 30 minutes
Exl-Inter (Intermediate-level functions): 45 minutes

Administration
N.A.

Correction time
3 to 5 business days

Languages available
French | English

Standard Report General functions
English | French
Standard Report Intermediate functions
English | French

33
Wrd

ID-Word

The ID-Word (Wrd), *previously Practical Exercise for Microsoft® Word (WORD-AT)*, is designed to provide a fair assessment of a candidate's ability to use the various functions of the Microsoft® Office Word software.

Target audience
Any organization that wishes to assess a candidate's level of mastery of the functions of the Microsoft® Word software.

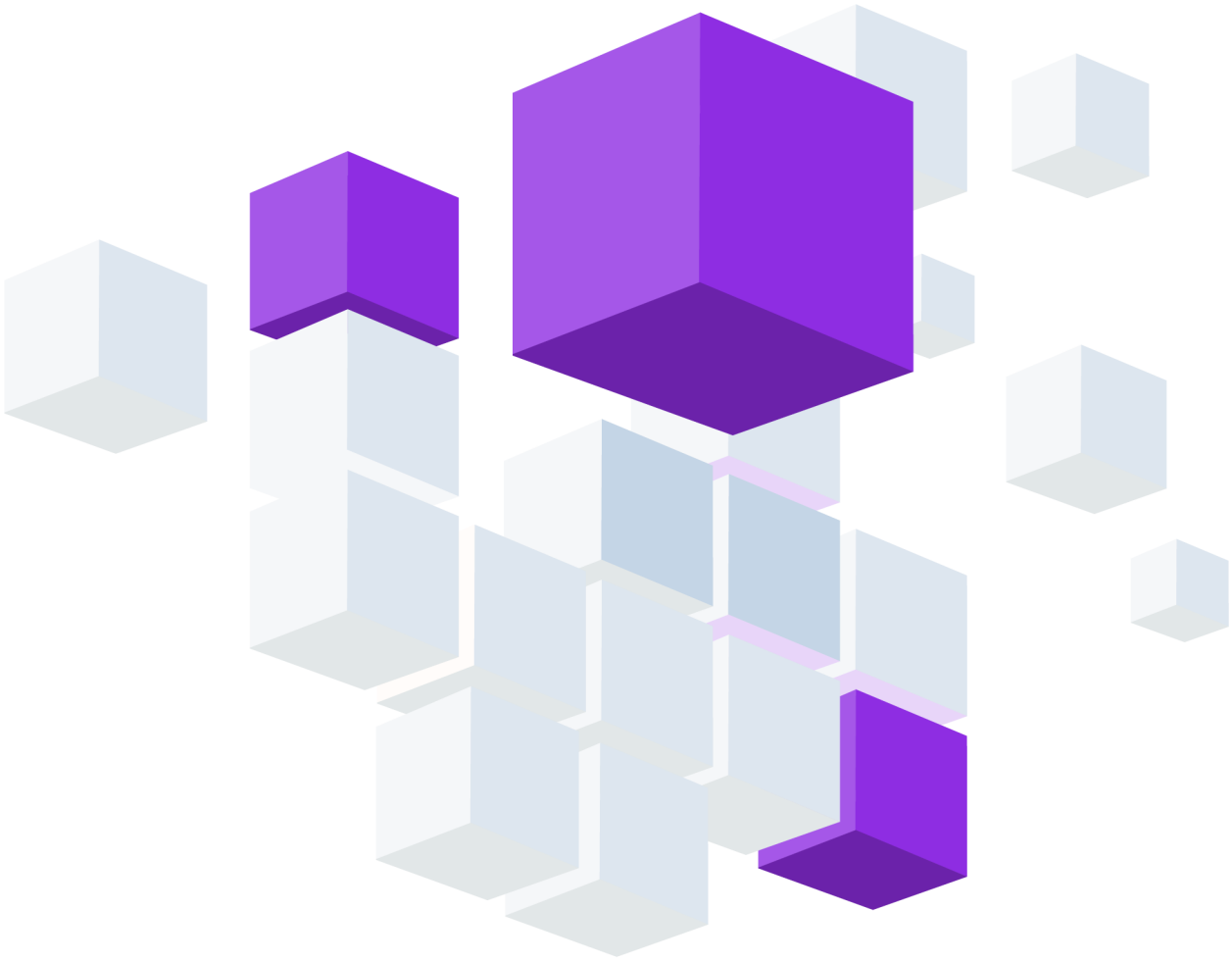
Time required
Wrd-Gen (General functions): 30 minutes
Wrd-Inter (Intermediate-level functions): 45 minutes

Administration
N.A.

Correction time
3 to 5 business days

Languages available
French | English

Standard Report General functions
English | French
Standard Report Intermediate functions
English | French



Cognitive and learning

24
Mat

ID-Mathematics

The ID-Mathematics (Mat), *previously Work Applied Mathematical Ability (MAT-AT)*, is an assessment tool that measures various cognitive skills associated with general intelligence. More specifically, it measures the ability to reason mathematically and to perform mental operations of a numerical nature. It provides an accurate assessment of an individual's ability to solve problems in a variety of situations.

Target audience
Positions at the specialized technician and professional levels that require good mathematical reasoning skills related to problem solving.

Time required
45 minutes

Administration
14 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

25
Trp

ID-Problem Solving

The ID-Problem Solving (Trp), *previously Problem Resolution Test (PRT)*, is an assessment tool that measures various cognitive skills associated with general intelligence. It allows for a more precise measurement of the ability to analyze and solve problems using a logical or deductive reasoning approach. In particular, it uses several cognitive learning and adaptive skills that require a strong ability to analyze and draw accurate conclusions about different types of problems.

Target audience
Professionals, supervisors and managers who require the ability to analyze and solve different types of problems.

Time required
1 hour and 15 minutes

Administration
22 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

26
Mec

ID-Mechanical

The ID-Mechanical (Mec), *previously Mechanical Abilities Test (MEC-AT)*, is a tool that assesses the cognitive capacity and the technical and professional skills of candidates working in this field, i.e. their mechanical reasoning abilities as well as their ability to learn mechanical processes and related tasks. The test also measures an individual's ability to visualize and understand the relationship between various basic mechanical and spatial aspects.

Target audience
Labourers and technicians requiring the ability to perform mechanical repairs and apply mechanical concepts.

Time required
40 minutes

Administration
25 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English | Spanish

Standard Report
English | French

27
Lrn

ID-Learning Agility

The ID-Learning Agility (Lrn), *previously Learning Test (Learning)*, is a questionnaire on learning styles. This tool was designed to help participants learn more about how they approach learning activities. It takes into account both developmental activity preferences and personal learning style. Its report also suggests avenues for reflection aimed at maximizing the efforts invested in personal development.

Target audience
People who want to learn how to maximize their learning and personal development.

Time required
15 minutes

Administration
42 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

28
Rec

ID-Recommandations

The ID-Recommandations (Rec), *previously Ability to Analyze and Formulate Written Recommendations Exercise (TH-AFRE)*, is a tool that assesses cognitive ability, specifically the ability to perform an analysis and make written recommendations. Special attention is also given to spelling, grammar, syntax and punctuation.

Target audience
Mid-level professional positions that require good analytical skills and a good ability to transmit information.

Time required
3 hours

Administration
1 Question | Development

Correction time
3 to 5 business days

Languages available
French | English

Standard Report
English | French

35
Cid

ID-Cognitive/Industrial

The ID-Cognitive/Industrial (Cid), *previously Work Applied Cognitive Ability Test, Industrial Version (WAC-AT-IND)*, is an assessment tool that measures various cognitive skills associated with general intelligence. More specifically, it measures the ability to reason logically and to perform mental operations of a verbal, numerical, and spatial nature. This tool includes more questions on spatial skills than the ID-Cognitive test.

Target audience
Specialized labourers, operators, and technicians who need the ability to reason verbally, numerically, and spatially.

Time required
50 minutes

Administration
50 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

36
Cog

ID-Cognitive

The ID-Cognitive (Cog), *previously Work Applied Cognitive Ability Test (WAC-AT)*, is an assessment tool that measures various cognitive skills associated with general intelligence. More specifically, it measures the ability to reason logically and the ability to perform mental operations of a verbal, numerical and spatial nature.

Target audience
Positions at various levels that require good verbal, numerical and spatial reasoning skills.

Time required
Cog-B: 25 minutes
Cog: 50 minutes

Administration
Cog-B: 25 Questions | Multiple Choice
Cog: 50 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English | Spanish

Standard Report
English | French | Spanish

37
Cat

ID-Cognitive/Adaptive

The ID-Cognitive/Adaptive (Cat), *previously Adaptive Cognitive Test (ACT)*, is an assessment tool in the form of a Computer Adaptive (CAT), i.e. a method of administration that allows questions to be selected based on the level of success in previous answers. This test measures cognitive ability, i.e. the ability to perform mental operations of a non-verbal nature.

Target audience
Positions at various levels that require the ability to reason logically and sequentially and to make decisions.

Time required
2 minutes and 30 seconds per question

Administration
8 Questions | 1 Part
150 Questions | Multiple Choice | Question Bank

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

38
Log

ID-Logic

The ID-Logic (Log), *previously Work Applied Logical Reasoning Test (TH-LOG)*, is an evaluation tool that measures various cognitive skills associated with general intelligence. It measures the ability to use deductive logical reasoning. It provides a fair assessment of an individual's ability to solve problems in various situations.

Target audience
Any organization wishing to assess a candidate's ability to reason logically in professional-type positions.

Time required
1 hour and 20 minutes

Administration
20 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standardized Report
English | French

39
Spa

ID-Spatial

The ID-Spatial (Spa), *previously Spatial Reasoning Test (SPATIAL-AT)*, is an assessment tool that assesses various cognitive skills associated with general intelligence. More specifically, it measures the ability to perform mental operations involving spatial manipulation. The test questions are specifically related to spatial perception, which is the ability to understand how things are organized in space.

Target audience
Positions such as labourers, workers, and professionals for whom spatial perception is important.

Time required
30 minutes

Administration
25 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

63
Ana

ID-Analysis

The ID-Analysis (Ana) is a tool that assesses cognitive ability, specifically the ability to perform an analysis, provide written recommendations, and assess the impact of the recommendations. Special attention is also given to spelling, grammar, syntax and punctuation.

Target audience
Senior professional positions such as analysts, who are required to have a very high level of analytical ability.

Time required
2 hours and 30 minutes

Administration
1 Question | Development

Correction time
3 to 5 business days

Languages available
French | English

Standard Report
English | French

Situational Judgment
Professional

10
Spr

ID-Sports

The ID-Sports (Spr), *previously General Profiler for Sports (GPS)*, assesses different psychological skills required for an elite level athlete to perform optimally in the sport they practise. The ID-Sports test was developed for both individual and team sports. It can be administered for an individual evaluation, for athlete recruitment or draft, to establish a team profile, or to assess whether a player is a good fit for the team.

Target audience
All professional or semi-professional teams or athletes, as well as all teams or individuals playing at a competitive level.

Time required
50 minutes

Administration
84 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

20
Grh

ID-Human Resources

The ID-Human Resources (Grh), *previously Situational Judgment Test for Human Resources Management Advisors (HRMA-SJT)*, is a tool that assesses the ability to react adequately to situations likely to be encountered in a human resources management position. Through situations representative of the tasks carried out by a human resources consultant, the exercise makes it possible to measure essential criteria for working in this type of position.

Target audience
Any organization wishing to evaluate candidates for human resources consultant positions.

Time required
2 hours and 30 minutes

Administration
35 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

Situational Judgment
Administrative

14
Adm

ID-Administrative

The ID-Administrative (Adm), *previously Objective Exercise for Personnel in Administrative Functions (OEPAF)*, is a skills test that includes simulations representing daily tasks performed in an administrative support context. During these simulations, the candidate must establish priorities, enter data, verify administrative forms, and transmit information.

Target audience
Any organization wishing to assess the competencies associated with an administrative support position.

Time required
45 minutes

Administration
20 questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French
Health sector report - admin functions
French

15
Jad

ID-Administrative Judgment

The ID-Administrative Judgment (Jad), *previously Situational Judgement Test on Administrative Skills (SJT-AS)*, is a tool designed to help employers select employees to perform various tasks associated with administrative positions. This test includes simulations that are representative of daily tasks performed in an administrative support context. During these simulations, the candidate must establish priorities, coordinate activities, revise work schedules, and control the quality of the tasks performed, all in accordance with the rules and procedures provided.

Target audience
Any organization wishing to assess candidates for an administrative support position.

Time required
1 hour

Administration
22 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

16
Alp

ID-Alphanumerical

The ID-Alphanumerical (Alp), *previously Alphanumerical Data Entry Test (ANDET)*, is a tool designed to measure how many numbers and letters the candidate can accurately enter during a timed period. It provides a fair assessment of an individual's ability to enter a large amount of data without error.

Target audience
Any organization where staff must accurately enter alphanumeric data.

Time required
18 minutes

Administration
30 Questions | Development

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French
Health sector report - admin functions
French

17
Num

ID-Numerical

The ID-Numerical (Num), *previously Numerical Data Entry Test (NUMDET)*, is a tool that assesses how many digits the candidate can accurately enter during a timed period. It provides a fair assessment of the ability to enter a large amount of data without error.

Target audience
Any organization where staff must enter numerical data.

Time required
18 minutes

Administration
30 Questions | Development

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

18
Dac

ID-Typing

The ID-Typing (Dac), *previously Typing Test (TYPING-AT)*, is a tool that assesses how many characters the candidate can enter during a timed period. It provides a fair assessment of a person's ability to enter a large number of characters without error. The report includes various statistical results concerning the candidate's typing skills, including the number of errors, the accuracy percentage, and the number of words typed per minute.

Target audience
Any organization where staff are required to enter data or perform typing tasks.

Time required
18 minutes

Administration
6 Questions | Development

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

44
Pmc

ID-Project Management Clerk

The ID-Project Management Clerk (Pmc), *previously Situational Judgement Test - Project Management Clerk (SJT-PMC)*, is a tool that measures the general competencies associated with the good performance of a project management clerk. This test uses role-playing scenarios to assess the essential abilities and behaviours for several jobs that require project management skills.

Target audience
Any organization wishing to evaluate candidates for positions requiring project management skills.

Time required
45 minutes

Administration
55 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French

Standard Report
French

19
Ver

ID-Verification

The ID-Verification (Ver), *previously Data Verification and Classification Test (VERIF-AT)*, is a tool designed to assess the candidate's ability to find data transcription errors in various documents and to perform data filing during a timed period.

Target audience
Any organization wishing to assess the competencies associated with an administrative support position.

Time required
18 minutes

Administration
21 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

Situational Judgment
Sales and Customer Service

21
T3c

ID-Call Center

The ID-Call Center (T3c), *previously Client Contact Center Test—Client Service (T3CCLIENT)*, is a tool that assesses essential competencies related to tasks performed by call centre employees. It is used to evaluate the competencies associated with customer service activities. This test is offered in different versions, allowing the test user to evaluate the behaviors likely to be encountered when interacting with customers in a sales, collection, or customer service context.

Target audience
Any organization that wishes to assess customer service competencies of staff working in customer ontact centers.

Time required
Between 50 and 75 minutes, depending on the test version.

Administration
62-98 Questions | Multiple Choice
19 Questions | Ranking

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French
Skills development staffing report
English | French

29
Cli

ID-Client Service

The ID-Client Service (Cli), *previously Client Services Test (CLIENT-AT)*, is a tool that assesses a candidate's ability to respond appropriately to different situations that may occur in a client-employee relationship. This assessment exercise is specifically designed to fill positions in which customer service plays an important role. The questions are based on short role-playing situations that may be encountered during interactions with a customer.

Target audience
Any organization that wishes to evaluate customer service competencies for positions related to client-services.

Time required
1 hour and 30 minutes

Administration
40 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

30
Clu

ID-User Service

The ID-User Service (Clu), *previously User Services Test (TH-USR)*, is a tool that assesses a candidate's ability to respond appropriately to various scenarios related to the delivery of services to users. This assessment exercise is specifically designed to fill positions in which customer service plays an important role. The questions are based on short role-play scenarios that may occur during interactions with a user.

Target audience
Any organization that wishes to evaluate competencies related to user service.

Time required
1 hour

Administration
28 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

31
Vpr

ID-Sales/Pro

The ID-Sales/Pro (Vpr), *previously Sales-Pro Test (SALES-PRO)*, is a tool that measures the elements essential to the accomplishment of tasks by professionals working in the sales sector. It evaluates the ability to react adequately to situations in a sales context. Each question consists of a short scenario likely to occur in a sales context.

Target audience
Sales, consultant, and account manager positions, or any other position where sales play an important role.

Time required
1 hour and 15 minutes

Administration
82 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

40
Vnt

ID-Sales

The ID-Sales (Vnt), *previously Sales Skills Test (SALESSKILLS-AT)*, is a tool to assess the sales potential of candidates by evaluating the skills and essential competencies of a successful salesperson. This test allows organizations to identify individuals who possess the skills required to deal with an increasingly demanding clientele.

Target audience
Sales professionals in direct contact with customers and involved in the various stages of the sales cycle.

Time required
1 hour

Administration
100 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

41
Vcm

ID-Sales/Commercial

The ID-Sales/Commercial (Vcm), *previously Sales Skills Test—Commercial Sales (SALES-SKILLS-AT-CS)*, is a tool that allows companies to identify the best retail salespeople. The report was designed to present the competencies or development potential related to short-cycle sales and oriented towards reaching immediate results.

Target audience
Any organization that wants to evaluate the sales potential of people in a position where sales are important.

Time required
1 hour

Administration
100 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

42
Cla

ID-Client Reception

The ID-Client Reception (Cla), *previously Reception and Client Service Test (TASAC)*, is a tool that assesses the essential elements related to tasks performed by people working in the reception and customer service sector.

Target audience
Any organization wishing to assess competencies related to client reception and customer service.

Time required
50 minutes

Administration
79 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

Situational Judgment

Trade

43
Jls

ID-Recreational

The ID-Recreational (Jls), *previously Situational Judgment Test for Personnel in the Leisure Sector (SJT-LEISURE),* is a tool that assesses the essential skills required to perform duties for a wide range of casual positions in the recreation sector.

Target audience
Any organization wishing to assess candidates for positions in the recreation sector.

Time required
25 minutes

Administration
30 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

32
Jpl

ID-First Line

The ID-First Line (Jpl), *previously Situational Judgement Test—Front Line (SJT-FRONT)*, is a tool that measures the general competencies associated with good performance of front-line staff. This test assesses essential abilities and behaviours in several jobs through role-playing scenarios.

Target audience
Any organization that wishes to evaluate the competencies related to front-line service.

Time required
30 minutes

Administration
48 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

Situational Judgment
Management

45
Gci

ID-Management/Staff Operations

The ID-Management/Staff Operations (Gci), *previously National Society of Ocean Energy In-Basket Exercise (NSOE-IB)*, is used to assess the ability to react to management situations likely to be encountered in the context of a middle management position evolving in an administrative context.

Target audience
Middle managers working in an administrative context and responsible for the internal customer assistance sector.

Time required
1 hour and 30 minutes

Administration
70 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

46
Gsc

ID-Supervision/Line Operations

The ID-Supervision/Line Operations (Gsc), *previously Holo-Com Corporation In-Basket Exercise (HCC-IB)*, is a tool that assesses the ability to react appropriately to various management situations that may be encountered in the context of a first-level management position evolving in an operation and sales context.

Target audience
First-level management positions who work in an operational context and are responsible for the operations and sales sector.

Time required
Gsc-B: 45 minutes
Gsc: 1 hour and 30 minutes

Administration
Gsc-B : 36 Questions | Multiple Choice
Gsc: 71 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

47
Gsi

ID-Supervision/Staff Operations

The ID-Supervision/Staff Operations (Gsi), *previously National Renewable Energies Corporation In-Basket Exercise (NREC-IB)*, assesses the ability to react to management situations likely to be encountered in encountered in the context of a first-level management position evolving in an administrative context.

Target audience
First-level managers who work in an administrative context and are responsible for the internal customer assistance sector.

Time required
1 hour and 30 minutes

Administration
70 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

48
Gcc

ID-Management/Line Operations

The ID-Management/Line Operations (Gcc), *previously Veranium Corporation In-Basket Exercise (VCI-IB)*, is used to assess the ability to react to management situations likely to be encountered in the context of a middle management position evolving in an operation and sales context.

Target audience
Middle managers who work in an operational context and are responsible for the sales operations sector.

Time required
Gcc-B: 45 minutes
Gcc: 1 hour and 30 minutes

Administration
Gcc-B: 35 Questions | Multiple Choice
Gcc: 69 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
English | French

49
Gse

ID-Supervision/Written

The ID-Supervision/Written (Gse), *previously Pro-Fest Ability Exercise (PROFEST-AT)*, is a tool designed to assess the ability to respond appropriately, in writing, to work situations encountered in a first-level supervisory position. These situations include requests from direct supervisors, letters from external stakeholders, memos, and requests from employees.

Target audience
Any organization wishing to assess candidates for first-level supervisory positions.

Time required
2 hours

Administration
7 Questions | Development

Correction time
3 to 5 business days

Languages available
French | English

Standard Report
English | French

50
Gce

ID-Management/Written

The ID-Management/Written (Gce), *previously Business Options In-Basket Exercise (BUSINESS-IB)*, is a tool designed to assess the ability to respond adequately, in writing, to work situations encountered in a management context. These situations include letters, memos, and short reports on topics such as the fiscal year and human resources management.

Target audience
Any organization wishing to assess candidates for middle management positions.

Time required
3 hours

Administration
12 Questions | Development

Correction time
3 to 5 business days

Languages available
French | English

Standard Report
English | French

51
Gst

ID-Management/Strategic

The ID-Management/Strategic (Gst), *previously Strategic Planning Exercise (EPS)*, is a tool that assesses an individual's ability to understand an organization's internal and external environment in order to establish strategic directions and propose an action plan to solve problems in the short, medium and long term. This test is also designed to assess a person's ability to consider a large amount of information and data presented in different formats such as reports, memos, letters, survey results, etc.

Target audience
Any organization wishing to assess candidates for senior management positions.

Time required
Gst-B: 1 hour and 30 minutes
Gst: 3 heures

Administration
1 Question | Development

Correction time
3 to 5 business days

Languages available
French | English

Quantitative Report
English | French
Qualitative Report
English | French

52
Gqe

ID-Team Lead/Written

The ID-Team Lead/Written (Gqe), *previously Advantage Points In-Basket (ADVANTAGE-IB)*, is a tool designed to assess the ability to respond adequately, in writing, to situations likely to be encountered in an operations management position. These situations may include letters from outside the organization, memos from a superior, an employee, or a colleague, and short reports on topics such as budget, sales, or customer service.

Target audience
Any organization wishing to assess candidates for middle management positions in operations.

Time required
2 hours and 30 minutes

Administration
7 Questions | Development

Correction time
3 to 5 business days

Languages available
French | English

Standard Report
English | French

64
Gcd

ID-Management/Line Operations-Dev

The ID-Management/Line Operations-Dev (Gcd) is a development tool that assesses a candidate's strengths and challenges when called upon to respond to situations that may be encountered on the job in a middle management position in an operations and sales context.

Target audience
Any person who aspires to hold a middle management position (director, manager, head of department, etc.) in an operational context, responsible for the operations and sales sector.

Time required
45 minutes

Administration
35 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
French | English

65
Gsd

ID-Supervision/Line Operations-Dev

The ID-Supervision/Line Operations-Dev (Gsd) is a development tool that assesses a candidate's strengths and challenges when called upon to respond to situations that may be encountered in a supervisory or entry-level management position in an operations and sales context.

Target audience
Any person who aspires to hold a first-level management position (team leader, supervisor, coordinator, etc.) in an operational context, responsible for the operations and sales sector.

Time required
45 minutes

Administration
36 Questions | Multiple Choice

Correction time
Snapshot

Languages available
French | English

Standard Report
French | English

Occupational health and safety

13
Saf

ID-Safety

The ID-Safety (Saf), *previously Safety Assessment for Employees (SAFE-T)*, is an inventory tool that measures the factors contributing to safe behaviours in your organization. This questionnaire is based on scientific studies and allows you to evaluate the four fundamental factors for safe behaviour: attitude, motivation, perceptions of the importance of safety, and personal characteristics. It can be used in an organizational development or recruitment context.

Target audience
Anyone operating in an environment requiring safe behaviour.

Time required
30 minutes

Administration
104 Questions | Multiple Choice
2-4 Questions | Ranking

Correction time
Snapshot

Languages available
French | English | Spanish

Standard Report - Saf
English | French | Spanish
Standard Report - Saf-B
English | French

Languages and communication

53
Ftr

ID-French Applied/Pro

The ID-French Applied/Pro (Ftr), *previously Work Applied French Test (WAFT)*, is a tool that assesses a person's written French proficiency level. The questions relate to elements of French that are likely to be encountered in the workplace. This version takes grammar reform into account.

Target audience
Any organization wishing to assess a candidate's French language skills.

Time required
Between 30 minutes and 1 hour and 30 minutes, depending on the test version.

Administration
Between 30 and 80 questions | Multiple choice

Correction time
Snapshot

Languages available
French

Standard Report
English | French

55
Efa

ID-Written French/Adm

The ID-Written French/Adm (Efa), *previously French Written Communication Exercise for Admin Support Staff (WCE-ADM-FR)*, is a tool that assesses a person's ability to communicate in writing using the French language in a work context specific to administrative correspondence. This test evaluates a candidate's ability to express ideas in writing, in French, using appropriate and error-free language to convey information effectively.

Target audience
Any organization wishing to assess French writing skills for administrative support positions.

Time required
45 minutes

Administration
1 Question | Development

Correction time
3 to 5 business days

Languages available
French

Standard Report
English | French

54
Eea

ID-Written English/Adm

The ID-Written English/Adm (Eea), *previously English Written Communication Exercise for Admin Support Staff (WCE-ADM-EN)*, is a tool that assesses a person's ability to communicate in writing using the English language in the context of administrative correspondence. This test evaluates a candidate's ability to express ideas in writing, in English, using appropriate and error-free language to convey information effectively.

Target audience
Any organization wishing to assess English writing skills for administrative support positions.

Time required
45 minutes

Administration
1 Question | Development

Correction time
3 to 5 business days

Languages available
English

Standard Report
English | French

57
Eep

ID-Written English/Pro

The ID-Written English/Pro (Eep), *previously English Written Communication Exercise for Professionals (WCE-PRO-EN)*, is a tool that assesses a person's ability to communicate in writing using the English language in a work context specific to jobs of a professional nature. This test assesses a candidate's ability to express ideas in writing, in English, using appropriate and error-free language to convey information effectively.

Target audience
Any organization wishing to assess writing skills in English for professional positions.

Time required
1 hour

Administration
1 Question | Development

Correction time
3 to 5 business days

Languages available
English

Standard Report
English | French

59
Een

ID-Written English

The ID-Written English (Een), *previously English Written Communication Exercise (WCE-AN)*, is a tool that assesses a person's ability to communicate in writing in English. This test assesses a candidate's ability to express ideas in writing using appropriate and error-free language to convey information effectively.

Target audience
Any organization wishing to assess English writing skills.

Time required
30 minutes

Administration
1 Question | Development

Correction time
3 to 5 business days

Languages available
English

Standard Report
English | French

56
Ebi

ID-Written Bilingual

The ID-Written Bilingual (Ebi), *previously Bilingual Written Communication Exercise (WCE-BIL-FR-AN)*, is a tool that assesses a person's ability to convey information effectively in writing, in both English and French, using appropriate and error-free language.

Target audience
Positions where bilingual written communication is important.

Time required
1 hour and
30 minutes

Administration
4 Questions | Development

Correction time
3 to 5 business days

Languages available
French | English

Standard Report
English | French

58
Efp

ID-Written French/Pro

The ID-Written French/Pro (Efp), *previously French Written Communication Exercise for Professionals (WCE-PRO-FR)*, is a tool that assesses a person's ability to communicate in writing using the French language in a work context specific to professional jobs. This test assesses the extent to which a candidate is able to express ideas in writing using appropriate and error-free language to convey information effectively.

Target audience
Any organization wishing to evaluate French writing skills for professional positions.

Time required
1 hour

Administration
1 Question | Development

Correction time
3 to 5 business days

Languages available
French

Standard Report
English | French

60
Efr

ID-Written French

The ID-Written French (Efr), *previously French Written Communication Exercise (WCE-FR),* is a tool that assesses a person's ability to communicate in writing in French. This test assesses a candidate's ability to express ideas in writing using appropriate and error-free language to convey information effectively.

Target audience
Any organization wishing to assess French writing skills.

Time required
1 hour

Administration
1 Question | Development

Correction time
3 to 5 business days

Languages available
French

Standard Report
English | French

61
Ofr

ID-Oral French

The ID-Oral French (Ofr), *previously French Oral Communication Test (OCT-FR)*, is a tool that measures how effectively a person can communicate orally in French. The themes and questions of the ID-Oral French test are designed to assess the candidates' comprehension and oral expression skills in terms of vocabulary, verbs, syntax, rhythm, logic, and register.

Target audience
All positions in an organization that requires the ability to communicate orally, in French, with various stakeholders.

Time required
30 minutes

Administration
15 questions | Development

Correction time
1 business day

Languages available
French

Standard Report
English | French

62
Oen

ID-Oral English

The ID-Oral English (Oen), *previously English Oral Communication Test (OCT-EN)*, is a tool that measures how effectively a person can communicate orally in English. The themes and questions of the ID-Oral English test are designed to assess the candidates' comprehension and oral expression skills in terms of vocabulary, verbs, syntax, rhythm, logic, and register.

Target audience
All positions in an organization that requires the ability to communicate orally, in English, with various stakeholders.

Time required
30 minutes

Administration
15 questions | Development

Correction time
1 business day

Languages available
English

Standard Report
English | French