

an online **assessment** and professional testing **solution** Targets

eTest is a digital assessment platform that allows you to design, administer, and analyze tests for recruitment, career advancement, potential detection, or skills measurement. The solution offers a multi-format and adaptive approach that covers technical, cognitive, behavioral, and psychometric dimensions.

KEY FEATURES

Recruitment tests
(aptitude, logic, languages,
business tests)



Technical skills tests
(office automation, IT, accounting, etc.)



Customized tests developed
according to company
requirements



Recruitment and promotion
tests (internal knowledge,
regulations)

Personality and behavior
tests (MBTI, DISC, BigFive)



Test administration

- Create campaigns by profile/position/session
- Send personalized invitations (email, link, QR code)
- Secure access, time limit, anti-fraud
- Responsive interface adapted to mobile and tablet devices



Analysis and reporting of results

- Automatic scoring and ranking
- Individual and comparative reports
- Graphical analysis (radar, histograms, heatmaps)
- Export to PDF, Excel, or HRIS
- Psychological or HR report depending on the test



Security and traceability

- Remote supervision (webcam and screenshot option)
- Logging of attempts and durations
- Secure servers compliant with GDPR/CNDP



Benefits for the organization

- Objectification of HR decisions (data-based)
- Time savings in pre-selection and promotion
- Equal opportunity and transparency of criteria
- Detailed detection of potential and soft skills
- Skills tracking over time (for GPEC)

WHY CHOOSE eTest?

- Extensive library of scientifically validated tests
- Adaptable to all contexts: public, private, training
- Intuitive, multilingual, customizable interface
- Native integration with competition platforms, HRIS, and LMS

USE CASES

- Public sector recruitment competitions
- Career advancement assessment campaigns
- Skills assessments for internal certifications
- Psychological tests during interviews
- HR assessments or talent management programs

INTERFACE OVERVIEW

- HR dashboard: real-time test tracking
- Candidate interface: streamlined design, frictionless experience
- Psychologist/supervisor interface: access to profiles and history

