

IO1.3 Best practice in Cyprus

Type of practice	Test
Best practice title	Ariston Careers Test
Period of implementation	any
Location	University of Nicosia
Geographical coverage	Local/ National/ International
Contact	University of Nicosia
Link	http://www.aristontest.eu/
Contact person	Kalia Loizidou
Target audience	Students
Objectives	<p>To support tasks related to personality analysis, vocational counselling and human resources management.</p> <p>To identify the profession / occupation that suits your personality.</p> <p>To supporting decision-making related to: a) vocational and career counselling, b) aptitude measurement, c) personnel selection, d) assessment of employees and executives, e) personnel development, f) performance appraisal, g) attitude measurement, h) management development, i) employee counselling, j) human engineering, k) productivity analysis, l) administrative skills measurement, m) public relations, n) psychological assessment and support.</p>
Short description	<p>One of the most indicative psychometric tools for vocational counselling, the Ariston Careers Test is an expert system that is able to identify the type of career that most suits your intrinsic character. The results of the Ariston Test can also assess whether your personality matches up with the requirements of a particular work environment or specialisation.</p>
Activities/Action plan	<p>The tests are based on state of the art theory and practice documented in international scientific Journals. They are fully automated in that the software records the subject's responses in real-time, analyses these and produces a report without human (counsellor) intervention.</p> <p>The report then forms the basis for all decision-making and consultancy services. The subject is prompted by a computer program to answer to a series of well-defined questions regarding a) activities, b) preferences, c) intellectual tasks, d) beliefs, e) values, f) motivations, g) logical reasoning, h) verbal, numerical, and mechanical reasoning.</p> <p>Once all the questions are answered, another software module, which is actually an expert system, takes over and proceeds to analyse the answers by utilising modern psychometric and statistical methods, classifying in effect the personality of the individual.</p>
Resources/Products	<p>An advanced software and specialised knowledge regarding personality types, special aptitudes and abilities, and corresponding work environments. The software produces a report automatically, following extensive analyses of the answers you give online.</p>

	The knowledge contained in the expert database is classified by age, sex, nationality, academic departments, occupations and specialisations, and is based on extensive analyses of thousands of professionals and young people.
Impact	<p>The results can:</p> <ol style="list-style-type: none"> 1. Identify hidden talents, professional inclinations, aptitudes, abilities, and special features of your personality. 2. Verify whether your personality can cope with the requirements of specific work environments or specialisations that requires University education. 3. Verify the practised profession and the degree to which this is compatible with the personality of the individual. 4. Identify alternative vocational interests and occupational areas that are fully compatible with your personality. 5. Support tasks concerning recruitment, transfer and promotion, area of specialisation, placement in departments, vocational and career counselling, and general human resources management.
Key words	Ariston; free; questionnaire; reports; vocational; career; guidance; attitudes; preferences; work; compatibility; software