SYMBIOTICS

ADAPT
Full ADAPT

Accurate and detailed five stage aviation selection and assessment

What is ADAPT?

The ADAPT suite is an all-encompassing selection and assessment system. It gives an accurate, agile, relevant and holistic approach to understanding how people perform in their working enviroment.

ADAPT is a gold standard assessment tool that has a proven track record of saving money. It has an excellent return on investment for employee development, staff performance and retention.

The ADAPT suite consists of:
• Full ADAPT
• Online ADAPT
• Bespoke stand-alone solutions

About Full ADAPT

Full ADAPT is a five stage process that builds up to create a naturalistic, context specific view of a candidate. This provides a well rounded insight into the candidate's performance in four domains:
• Physical skills
• Cognitive skills
• Impact of personality and behaviour on performance
• Effects of environment and situation

Candidates are assessed against an organisational profile to ensure that they are a suitable fit for the culture.

The selection process involves:
1. Personality questionnaire and behavioural asssessment
2. Aptitude tests or group assessment
3. Structured interview
4. Quantified physical assessment
5. Video debrief

Full ADAPT is currently used as a bespoke solution for commercial airlines, corporate business jets, training academies and air forces around the world.

Who are the tests for?

The system works for different levels of capabilities from ab-initio through to instructors / examiners and management. We can also provide assessments for cabin crew, engineers and general aviation posititions in commercial and business jet environments.

The Output Report

Once the tests have been completed the result is a single integrated report that can be analysed immediately. The report includes a detailed breakdown of several areas: candidate personality, physical and cognitive performance, situational awareness and learning, telemetry data, team work, attitude and efficacy. It is summarised by categorising the candidate into a personality profile and colour coded for ease of interpretation. The codes relate to trainability and operational safety performance.

As a result of the report, the top performers can be easily identified and training requirements established and scheduled.

Benefits to clients

- Increases motivation and morale
- Enhances learning
- Produces more robust and flexible candidates
- Does not discriminate by age or gender
- Helps reduce training costs and hours
- Well rounded and mature employees
- Blended mix of flight behaviour learning
- Real, context specific behaviours
- Predicts learning-style preference

Benefits to aviation professionals

- Reduced remedial flights
- Higher output standards
- Reduced time in pipeline to recruitment
- Reduced time on training platforms
- Increased throughput
- Available in six languages

About Us

Symbiotics Ltd is a leading psychological assessment consultancy with many years' experience providing services to aviation, blue-light, transportation and defence sectors.

ADAPT can be used across all industries where an organisation needs to deliver selection, testing and details required to make informed people decisions.

Our experienced team is available to discuss how we can provide you with a bespoke service that is tailored to meet your exact requirements, working to complement your existing business processes.