



**SYMBIOTICS**



**ADAPT**

Online ADAPT



ADAPT is an all-encompassing selection and assessment system. It gives an accurate, agile, relevant and holistic approach to understanding how people will perform in their role. Using over 20 years of experience within Aviation, ADAPT has been predicting training outcomes and future employment success globally.

Working for Airlines, Business Jet Operators, OEMs and Aviation Training Organisations, Symbiotics' ADAPT provides robust and reliable assessment programmes for a broad range of roles. Suitable for all experience levels on the flight deck from ab-initio to captain, as well as cabin crew, instructors, managers, controllers and technicians. ADAPT is supported by Symbiotics' team of psychologists to understand what you are looking to achieve, recommending the tests to provide your unique solution.

## COST-EFFECTIVE PRE-SELECTION & ASSESSMENT

The ADAPT tests are globally accessible, with the ability to customise them to meet your own organisational culture. They can be taken at any time of the day, with the solution fully scalable to your needs. If you are looking for feedback sessions, candidate interviews or other support to supplement your online tests, our Psychologists are on hand to provide tailored solutions.

With features built in to reduce the potential for cheating, ADAPT is the ideal mechanism to identify candidates with the best recruitment, training or promotion potential in a cost-effective, resource-friendly way. Reducing the cost of running assessment days, ADAPT allows you to identify candidates with the right potential to take through to the next stage.



## SCALABLE, CUSTOMISABLE, ROBUST



- ✓ Aligns with IATA guidance and best practice.
- ✓ Can be taken supervised or unsupervised.
- ✓ Compatible with all major browsers.
- ✓ Accessed anywhere in the world.
- ✓ Scalable - increase capacity effortlessly.
- ✓ Data benchmarking, industry norms and secure storage for future comparison.
- ✓ Reduces the cost of running assessment days.
- ✓ Random question generator reduces potential for cheating.
- ✓ Standardised and robust assessments.
- ✓ Multi-lingual assessments.
- ✓ Worry-free set-up and training.

# TEST OPTIONS

## 1. Skills and aptitudes

- FAST - Future Aptitude Screening Tool, measures learning and multi-tasking.
- Ball Game: Hand-eye co-ordination.
- Cognitive, problem solving and decision making.
- Reasoning tests.
- Contextual flying tests for control and coordination in 3D environments.

## 2. Attitude and behavioural tests

- ADAPT Personality Questionnaire - can be adjusted for national and organisational culture and addresses specific aviation constructs.
- Emotional Intelligence.
- Crew Resource Management - available for a range of roles including cabin crew, captain and first officer.
- Conflict Handling.
- Instructor Capability.
- Motivation, pressure management and coping strategies.

## 3. Knowledge tests

- Aviation English.
- Maths.
- Physics.
- Aviation knowledge.

Ball Game: Hand-eye co-ordination test



Fixed Wing: Psycho-motor and Spatial test



# SINGLE INTEGRATED OUTPUT REPORT



Once the tests have been completed the result is a single integrated report that can be analysed immediately. Depending on the assessments suite, 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 performance efficacy. The results relate to trainability and operational safety performance.

Top performers can be easily identified allowing informed selection and recruitment decisions to be made. Training requirements and next steps can then be established and secured.

# SUPPORTING AVIATION CLIENTS ACROSS THE WORLD:



Our experienced team are 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.

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