



SAFETY THROUGH KNOWLEDGE

# ABILITY PROFILING

The purpose of the Ability Profiling software is to support the recruitment and promotion process by measuring different types of abilities of a candidate. It will assist you in revealing the candidates strong and less strong potentials.

Ability profiling is NOT assessing maritime competence, but potentials believed to be important to perform maritime competence in the future.

# Ability Profiling

Seagull's Psychometric assessment tool, Ability Profiling Program (APRO), was developed as a tool for recruitment. It came from a research and development project headed by the Norwegian Marine Technology Research Institute, supported by the University of Oslo, Det Norske Veritas (DNV), and the Norwegian ship-owners association. It is the only psychometric assessment program developed specifically for the maritime industry.

- Developed for and by the maritime industry
- Reveals abilities which are considered important for performance onboard a vessel
- Present measures of these abilities in such a way that it is possible to identify the candidate's strong and less strong potentials
- Helps you identify the differences in abilities between candidates
- Culture free
- Adds a missing piece of information when selecting candidates
- Helps you identify candidates you do not wish to hire
- Meets TMSA-2 standard, element 3, stage 4 – "...psychometric assessment should be used to confirm job competence before confirmation of employment"

# Assessor course

To ensure proper evaluation of the candidates it is required to attend a one-day assessor course held by Seagull. The assessment consist of seven different test types specifically chosen to assess how a candidate perceives, processes and acts on information.

The psychometric test has a standardized method of administration and scoring with the results quantified and compared with all other test takers.



Want to have the latest news about Ability profiling?  
Subscribe to our newsletter.