SDEMAVIRTUE

Replace stressing over it with testing for it
Presenting an advanced integrity assessment test

INTRODUCTION

Two leading Israeli firms - the Sdema Group, an integrated homeland security solutions partnership, and TOP-C, a company providing computerized candidate assessment and selection services - have teamed up to create **SDEMA**VIRTUE. **SDEMA**VIRTUE is a proprietary pre-employment integrity test developed to screen out applicants with problematic traits who, if hired, might cause serious harm to the entire organization.

You probably already know that the quality of each and every individual in your team is at the source of your organization's success. You also probably know that recruiting, screening, and selecting high quality employees is a difficult task, which can sometimes seem futile (because high employee turnover can work against your most earnest hiring efforts).

You might not know, however, the extent to which employees with problematic traits, such as: integrity issues, honesty issues, and ethical

issues, can cause harm to your company.

We are not here to tell you about the problem. We are here to tell you about our solution, **SDEMA**VIRTUE, that has been developed in Israel for over three years by leaders from the security industry, by professionals with a depth of knowledge in HR screening, and by top psychologists.

Why waste time and money on interviews and aptitude tests
for candidates with serious integrity issues?

THE TEST

SDEMAVIRTUE is a computer-based test with 148 multiple-choice questions and it takes, on average, 40 minutes to complete.

The test can be performed wherever there's an Internet connection, and the results are instantaneous.

Two prominent security government bodies in Israel have used SDEMAVIRTUE as part of the product's testing and validation process to great success - SDEMAVIRTUE was proven to have powerful predictive capabilities.

ADVANTAGES

• The SDEMAVIRTUE test is written in a non-confrontational manner so that it feels more like a personality survey and less like an interrogation.

• The multiple-choice format is a significant improvement over tests with binary answers (Yes/No, Agree/Disagree) where the 'correct' answer is more obvious.

• The test covers 15 different categories, such as: substance abuse, risks in the immediate social circle, attempts to conceal one's identity, issues with dependence on other people, issues with authority figures, and more. This makes the test a more powerful decision-making tool. Management can know exactly what are the candidate's problematic areas, and an interviewer knows what are the target areas that need to be addressed if there's a follow-up interview.

• It also covers 4 supporting categories - producing a dishonest answer in an attempt to produce a desired outcome, producing a response that's propelled by anger/frustration, producing a response that's propelled by vanity, and measurement of evasion or concealment.

• The risk that people will be coached for the test by friends or colleagues is nil because the multitude of answers makes it nearly impossible to guess the right answer or remember the answers and pass them on.

• Finally, the results of the SDEMAVIRTUE test are more clear-cut with a smaller percentage of border-line scores.

This is a pyramid of the decision-support tools available to managers. As you can see, SDEMAVIRTUE is a decision-supporting tool and not a tool that should be used in isolation to review candidates. When using each tool in the pyramid, take into account the tool's cost/benefit ratio and take into account the size and type of candidate pool. Though the integrity test is our key product, we provide services relating to each of the listed tools.

Lie Detector

Face-to-face Inquiry

Personality Assessment

Interview

SDEMAVIRTUE Integrity Assessment

The Sdema Group
Securing Your Future

TOP-C
Organizational Consulting & Computerized Testing

The Sdema Group is a homeland security solutions partnership specializing in security concept design, master planning and project management for enterprises and governments worldwide.

The partner that is leading the integrity assessment practice in the Sdema Group is Dan Vesely who has 30 years of experience in the Israel Security Service (ISA). In his role as head of HR Mr. Vesely was responsible for the screening and vetting of ISA candidates and personnel.

The Sdema Group has, for the first time, brought to the private sector, the renowned five-stage system of security developed and utilized exclusively by the Israel Security Agency. Sdema also offers information security services including market forward protection against cyber terrorism.

In addition, Sdema provides its clients with access to the most cutting-edge homeland security technologies. As partial owners of several companies and as consultants for many more, Sdema professionals have their fingers on the pulse of R&D in homeland security.

TOP-C personnel testing and organizational services is an innovative and dynamic company established in 1987 by a team of industrial psychologists with a rich and varied background as field practitioners.

TOP-C has pioneered computer-based personnel assessment tests and continues to provide testing and evaluation services to leading companies and organizations.

For over 20 years our expert psychologists have combined intensive hands-on human assessment fieldwork with on-going research and development projects and activities, allowing us to perfect our professional services and products so as to provide optimal solutions to the needs of our clients

Founded to provide state-of-the-art professional services to the full gamut of HR management needs TOP-C has grown impressively over the years. It is considered a leader in the Israeli marketplace, and it also has a growing record of successful ventures and cooperative projects with international clients.

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