

Understanding the CyberGEN.IQ Score



The focus on cybersecurity in nearly every industry increases every year. This has led to an excess of available positions—many of which are still going unfilled. The lack of properly experienced candidates has only made the issue of hiring more complicated.

That's why Haystack Solutions developed CyberGEN.IQ: the world's only cyber aptitude and talent assessment. The test provides 97% accuracy in predicting job performance, mapping talent to job roles, and making the right hiring decisions.

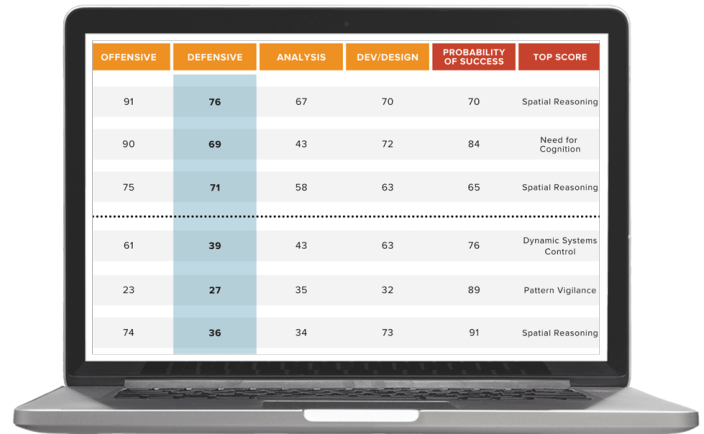
In short: **CyberGEN.IQ is a new way to quickly and reliably find the right hire.**

A Cyber Aptitude and Talent Assessment

CyberGEN.IQ is a cybersecurity aptitude test created to help identify the specific cyber talent shortages professions are facing. We already mentioned the accuracy. What makes it unique in the world of aptitude tests?

Typically, other tests assess candidates' preexisting cybersecurity knowledge and skills and stop there. This narrow scope lends itself to narrow insight. These types of assessments are only useful to assess the traditional candidate pool. This is something many industry experts looking to address cybersecurity's hiring problems advise against. A big reason is this candidate pool is simply not up to the task of filling the right positions.

CyberGEN.IQ assesses a candidate's potential to be successful in cybersecurity, but it doesn't stop there. The test results also help indicate **where** in cybersecurity a candidate would thrive. The results can be used regardless of current cybersecurity knowledge.



OFFENSIVE	DEFENSIVE	ANALYSIS	DEV/DESIGN	PROBABILITY OF SUCCESS	TOP SCORE
91	76	67	70	70	Spatial Reasoning
90	69	43	72	84	Need for Cognition
75	71	58	63	65	Spatial Reasoning
61	39	43	63	76	Dynamic Systems Control
23	27	35	32	89	Pattern Vigilance
74	36	34	73	91	Spatial Reasoning

This has three distinct advantages:

- It's very helpful when looking at existing employees to up or reskill
- Widens the pool by looking at candidates with nontraditional backgrounds (no 4-year degree in cybersecurity or IT)
- Assists in the comparison of a mix of applicants (applicants with traditional background and applicants with non traditional background)

Developed for rigorous application in the Department of Defense, the test has been administered more than 1500 times. After all that, the accuracy rate is still holding at 97%.

The Test

The test consists of 15 assessments. Each are meant to measure a candidate's capability in one of the four cognitive domains:

- Offensive
- Defensive
- Design and development
- Analysis and forensics

The combination of these 4 domains help hiring managers analyze candidates' capabilities and place the right people in the job. Once the selected pool of applicants completes the test, the hiring manager (or whoever the firm/organization chooses) will receive the scores in the form of an Excel sheet. This is when the critical analysis process begins.

Analyzing the Score

Applicants' scores for each cognitive domain will be listed and shown as a number between 0-100 indicating how strong they are in that domain. Higher numbers indicate a high degree of capability.

Based on the score CyberGEN.IQ indicates the following:

- 0-25 = applicant does not have a strong aptitude in this domain
- 26-35 = applicant has basic aptitude
- 36-50 = applicant has sufficient aptitude in this domain
- 51-66 = applicant has strong aptitude in this domain
- 67+ = exceptional aptitude in this domain

Generally speaking, you should choose applicants who score high in the domain that best fits the job you're trying to fill.

Example: You're trying to hire someone to be an incident handler, which requires real-time and responding skills. You should hire or approve candidates who score high in the appropriate categories.

There are different ways to analyze participants' scores. The way companies choose to analyze scores will depend on various factors, such as:

- Size of the applicant pool
- Importance of the position
- Degree of urgency there is to fill the position

Is it Relative or Absolute?

There are two common methods for using test scores to easily streamline the candidate selection process. These are known as **absolute** and **relative**.

Absolute/Threshold

- One way to analyze applicants' scores is through absolute scoring. This is where companies or hiring managers set a scoring threshold that all applicants must meet in order to be hired or to qualify for the next round of interviews. All other applicants that fail to meet the score will not move onto the next stage in the hiring process.
- This method works best when companies have a decent-sized applicant pool to choose from and the job doesn't need to be filled urgently.

Relative/Percentile

Another way to analyze applicants' scores is through relative scoring. This is where companies or hiring managers choose to hire (or invite to the next round) applicants in a certain percentile. This percentile is calculated out of all of the test takers.

Example: A company could decide that they're only going to invite the top 5% of scorers back for a second interview.

This method works well when companies have a job that urgently needs to be filled. It could also be useful when the applicant pool is fixed, but a company needs to choose one person.

Example: If a company decides to reskill/upskill some of their existing employees, a relative scoring method would allow them to invest in the employees who have the highest potential to succeed in the program out of their existing work base.

High Scorers

There will also be candidates who score high across the board (in all cognitive domains). This high scoring across all domains is another indicator companies and managers could look for. Applicants who demonstrate strong cognitive competence within all four domains indicate mental flexibility and high adaptability—very critical and beneficial skill in cybersecurity.



5 Problems Haystack Can Help Solve Today

Fight against the talent shortage and skills gap plaguing cybersecurity. Using CyberGEN.IO, we'll help you pick the right candidate for the right job and make sure they excel.

Streamline the hiring process and make it more efficient. This benefits everyone involved, from the candidate to the hiring manager to current and future colleagues.

1. No more miscommunication or confusion between hiring managers and HR on what a “good” candidate looks like.
2. No more relying on certificates that many industry experts say are not a good indication of applicants’ real world skills. Plus, certificates also alienate those without traditional cybersecurity backgrounds.
3. Cut down on the large amount of time to it takes to fill vacant positions.
4. Minimize the risk of an unfit hire and the cost of onboarding said hire. Give yourself the peace of mind knowing you hired the right applicant.
5. Reduce unconscious hiring bias and increase diversity.

Get started with CyberGEN.IQ now!

 haystacksolutions.com

 support@haystacksolutions.com