IBM

Defense Cyber Aptitude Test (DCAT)

Develop best-in-class performers for your cyber security environment

Highlights

– Assess candidates' behavioral attributes and cognitive aptitude to acquire the technical knowledge required to predict success in a cyber role

– Enable rapid workforce scale while increasing the quality of each hire

– Receive candidates' scores in a comprehensive report

What is DCAT?

The security challenges faced in cyber space are significant and growing. Cyber capabilities allow not only Nation States, but a host of other actors to significantly impede, disrupt or damage our pursuit of national interests. As technology rapidly evolves, bad actors are growing more sophisticated and their numbers are increasing exponentially.

To counter this threat and gain the upper hand, people and capabilities must evolve more quickly. To this end, IBM® has partnered with the UK Ministry of Defence to develop the Defense Cyber Aptitude Test (DCAT). The test focuses on identifying "latent" ability rather than existing skill by assessing behavioral attributes and cognitive aptitude to acquire the technical knowledge required for success in a cyber role. This test provides a vehicle to assess cyber potential during accessions or mid-career transitions, enabling rapid workforce scale while increasing the quality of each hire in three key areas:

– **Selection**: identifying the highest potential candidates from the broadest pool
– **Training**: improving the success rates of individuals selected
– **Retention**: identifying candidates with the greatest affinity to improve retention

The following list depicts the ideal behavioral traits for a cyber analyst measured by DCAT. For example, a candidate who tests as low on energy and sociability, yet has high adaptability and stress tolerance, would be more likely to succeed and stay.

Behavioral traits for cyber roles

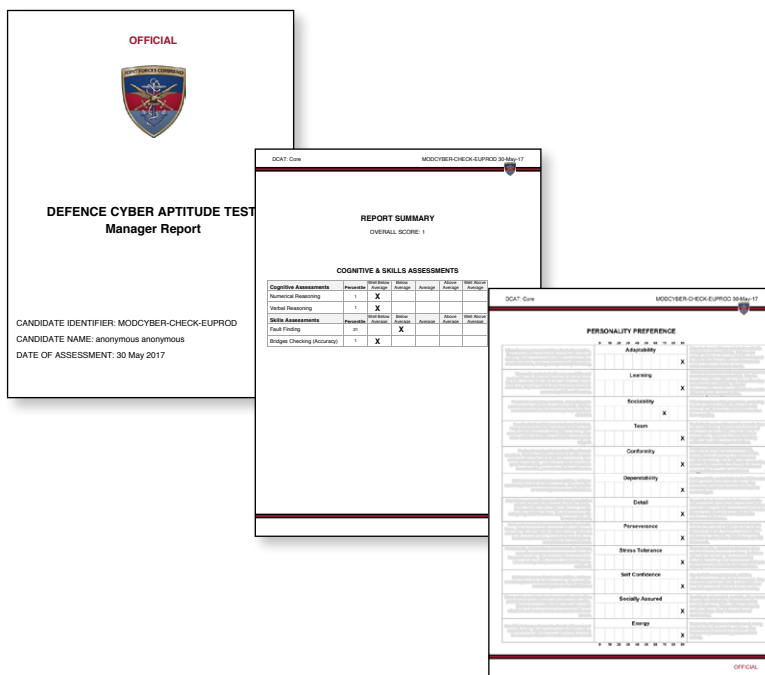|	
– Adaptability	– Self-confidence
– Conformity	– Sociability
– Dependability	– Socially assured
– Detail orientation	– Stress tolerance
– Energy	– Team player
– Learning orientation	– Perseverance

What does DCAT do?

DCAT assesses candidates' behavioral attributes and cognitive aptitude to acquire the technical knowledge required to predict success in a cyber role. These include the following:

Scale	Objective(s)	Category
Behavioral	Measures work styles/personality characteristics	Behavioral
Situational judgment (intelligence analysis only)	Realistic preview of cyber work Measures practical problem solving	Ability
Numerical reasoning	Measures ability to use numbers to solve problem	Ability
Verbal reasoning	Measures ability to reason using words, phrases and passages	Ability
Error identification	Measures logical reasoning via pseudo-coding logic exercise	Ability
Attention to detail	Measures ability to locate errors among highly-detailed information presented graphically	Ability

Candidates' scores are presented in a comprehensive report that does not include any PII.

For additional information

To learn more about IBM talent management solutions, visit ibm.com/talent-management or contact your IBM representative.

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