

## SUCCESS STORY # 18

### Finding the best!

The high demands of a Zero Error Force (Black cats commando in India) are met when implementing the Vienna Test System as a part of an efficient selection process.

#### CLIENT



- ◁ The National Security Guard (NSG), also known as Black Cats
- ◁ Elite counter terrorism unit of India
- ◁ Under the ministry of home affairs
- ◁ With more than 14.500 personnel

„Thank you for streamlining and conducting the psychometric testing process for NSG. (...) We highly appreciate the functionality of Vienna Test System. Its automated testing and scoring feature is very much useful and also helped in conducting the screening process in a more transparent manner. (...)”

From an appreciation letter by Director General of NSG.

#### SCHUHFRIED PARTNER



Conscious Minds Solutions  
with Dr. Reetesh Riku

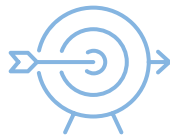
- ◁ SCHUHFRIED partner since 2010
- ◁ Supports clients in HR, Traffic Safety and Clinical Psychology, both government and private institutions.
- ◁ Expert for streamlining the effective recruitment process along with Job Analysis, Job Rotation and various other scientific practices.

#### Initial situation



Before using the Vienna Test System (VTS), all recruits were evaluated on their physical and medical (physiological) fitness as well as the results of a psychological test, consisting of a questionnaire with 35 items. Since all people considered showed a very high level of ability throughout these tests, the selection of Black Cats commandos needed to be adjusted for more expedient results.

#### Project Aim & Challenge



The aim was to include objective assessments of the individual cognitive and mental skills to the selection process. For this, research was done in the psychological testing area.

There were two major arguments, that stood against the implementation of a new test: For one, NSG does not employ any psychologists within the organisation. Secondly, the previous established psychological test was given to the NSG free of cost by the government.

But two facts made this testing feel inefficient for NSG:

1. New candidates are not being recruiting by NSG but nominated from other special forces. Therefore, the **level of performance is therefore very high and new standards** had to be set.

2. NSG found that there is a **major drop out ratio** after selection. So, the aim was to find a digital test solution in which **objective results** could be measured with as little human influence as possible.

Here, the VTS came into the picture.

#### Procedure



NSG conducted 3 trails on different occasions using VTS. The results were evaluated by a temporary neutral committee which had DRDO psychologist, NSG Training Academy officials (Indian Army), NSG HQ officials (CAPF) and HOD of Psychology Department from a reputed University. The results of the trails were consistently convincing since testing with the **VTS proved to be valid, objective, efficient and easy to conduct.**

#### Solution & Outcome



◁VTS has now been successfully implemented as **part of the strict selection process** for NSG candidates.

◁Therefore, the selection process has become even **more efficient, objective, valid and transparent.**

◁ The psychological assessment includes **ability factors** as well as **personality traits**, which improved the quality of selection.

Would you like to improve your recruiting process?  
Contact us or your local SCHUHFRIED partner!

[info@schuhfried.com](mailto:info@schuhfried.com)

[www.schuhfried.com](http://www.schuhfried.com)