



Learn. To Change.

CyberGEN.IQ

Solving the business problem of the Cyber Skills Gap
& Hiring Challenge - **97% effective at predicting**

CyberGEN.IQ – Solving Cyber Business Challenges

CyberGEN.IQ aims to help employers invest in the right people, in the correct positions, with appropriate training programs. This strategic alignment minimises wasted training investment, optimises resource allocation, and reduces turnover. **97% effective at predicting.**

- Long hiring processes and prolonged time to fill positions
- High turnover rates in cyber teams
- Difficulty in retaining talent cyber skills gaps and mismatched roles
- Candidates often lack the necessary skills or are placed in unsuitable roles
- Higher expenses due to turnover and extended hiring timelines
- Vacant roles and misaligned skills reduce overall productivity
- Unfilled positions and improperly trained staff increase vulnerability



Features of the CyberGEN.IQ Test

14 Assessments

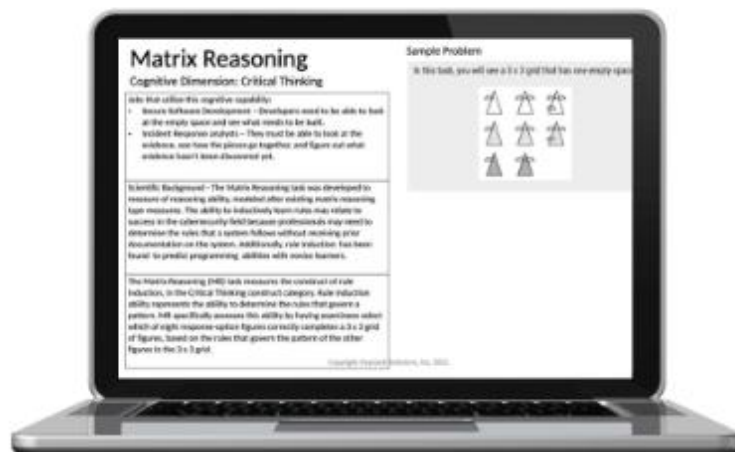
Within the diagnostic battery, there are 14 assessments designed to develop a full picture of your cognitive abilities.

4 Cognitive Dispositions

CyberGEN.IQ assesses each individual and reveals natural aptitude across four cognitive domains of cybersecurity and helps to align strengths and reveal their perfect role in your business.

No Prior Knowledge Required

CyberGEN.IQ does not require any prior technical cybersecurity knowledge. This allows any individual, from any background, to calculate their full cybersecurity aptitude.



Scalable for Global Use

The content and context of the test is a non-linguistic based assessment and can be deployed quickly and effectively for users worldwide.

Build High-Performing Teams

Accurately assess and measure the skills and cognitive abilities of new team members.

Maps Talent to Job Roles

Get cybersecurity professionals working in the right job roles to maximize their potential and help protect your business.

CyberGEN.IQ Cognitive Overview

Cognitive Capabilities Analyzed by CyberGEN.IQ

Critical Thinking spans all the dimensions, exploring visuospatial working memory, rule induction, complex problem-solving, spatial visualization, and attentional capacity.

Initiating creatively solving problems, with the ability to model program execution

Responding detects anomalies and monitors a continuously running information stream, when doing so is mentally taxing

Real-time scans and interprets information, to respond quickly to events during online processing, and to inhibit the intrusion of distracting or irrelevant information

Exhaustive thinking can delay closure in resolving a task or problem, considering other inputs, while balancing risk and reward

Cognitive Disposition: **offensive operations**

Example Jobs in this quadrant:

- Cyber Warfare
- Penetration Testing
- Ethical Hacking

Cognitive Disposition: **design and development**

Example Jobs in this quadrant:

- Enterprise security management
- Application Security
- Enterprise Management

Cognitive disposition: **defensive operations**

Example Jobs in this quadrant:

- Network Security
- Incident Handling
- Security Operations Center

Cognitive Disposition: **analysis & forensics**

Example Jobs in this quadrant:

- Forensics
- Threat Intelligence
- Cyber Audit & Compliance

Cognitive Assessment	Short Name	Dimension
Need for Cognition	NFC	Critical Thinking
Dynamic Systems Control	DSCB	Critical Thinking
Matrix Reasoning	MRC	Critical Thinking
Paper Folding	PFB	Critical Thinking
Remember and Count	RACA	Critical Thinking
Remote Associates	RATA	Initiating
Spatial Integration	SRIA	Initiating
Coding Speed	CSB	Responding
Pattern Vigilance	PVA	Responding
Anomaly Detection Rule Based	ADRA	Responding
Statistical Learning	SLB	Responding
Recent Probes - 1 item	RP1A	Real-Time
Need for Cognitive Closure	NFCC	Exhaustive
Number Picker	NPA	Exhaustive

Sample Score Report – Management

Candidate	Candidate email	quadrant				Probability of Success	Top Score	Comments	
		offensive	defensive	analysis	dev/design				
Candidate 3	Candidate email 3	87	50	42	66	90	Spatial Reasoning		
Candidate 4	Candidate email 4	73	20	47	22	91	Spatial Reasoning		
Candidate 5	Candidate email 5	34	4	60	62	65	Number Picker	0 Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus	
Candidate 6	Candidate email 6	25	29	41	38		Number Picker	0 Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus	
Candidate 7	Candidate email 7	22	12	63	61			Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus	
Candidate 8	Candidate email 8	57	31	44	6			Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus	
Candidate 9	Candidate email 9	42	44	46	4			Lower scores in general, may have some challenges	
Candidate 10	Candidate email 10	48	20	29	5			Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus	
Candidate 11	Candidate email 11	69	13	31	7			Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus	
Candidate 12	Candidate email 12	50	31	41	57	90	Pattern Vigilance	0 Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus	
Candidate 13	Candidate email 13	41	35	42	47	91	Number Picker	5 Lower scores in general, may have some challenges	
Candidate 14	Candidate email 14	91	68	30	67	89	Spatial Reasoning	3 Real time and responders. Do well in fast pace, hectic environments	
Candidate 15	Candidate email 15	48	50	50	49	95	Number Picker	0 Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus	
Candidate 16	Candidate email 16	72	82	63	44	81	Matrix Reasoning	4 Middle of the pack individual, but also no major deficiencies	
Candidate 17	Candidate email 17	70	63	49	58	76	Need for Cognition	4 Middle of the pack individual, but also no major deficiencies	
Candidate 18	Candidate email 18	33	32	13	16	86	Need for Cognition	5 Lower scores in general, may have some challenges	
Candidate 19	Candidate email 19		1	20	20	88	Need for Cognition	5 Lower scores in general, may have some challenges	
Candidate 20	Candidate email 20		5	17	17	88	Number Picker	5 Lower scores in general, may have some challenges	
Candidate 21	Candidate email 21		42	29	71	93	Spatial Reasoning	10 Problem solvers	
Candidate 22	Candidate email 22		14	52	52	88	Need for Cognition	5 Challenges	
Candidate 23	Candidate email 23		12	44	81	78	Spatial Reasoning	5 but they make up for it with persistence, hard work, and focus	
Candidate 24	Candidate email 24		73	26	55	88	Spatial Reasoning	5 or deficiencies	
Candidate 25	Candidate email 25		54	24	39	60	68	Need for Cognition	5 Lower scores in general, may have some challenges
Candidate 26	Candidate email 26		31	31	48	49	87	Need for Cognition	5 Lower scores in general, may have some challenges
Candidate 27	Candidate email 27		75	73	75	77	65	Dynamic Systems Control	4 Middle of the pack individual, but also no major deficiencies
Candidate 28	Candidate email 28		36	38	56	55	90	Number Picker	0 Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus
Candidate 29	Candidate email 29		28	51	67	52	82	Pattern Vigilance	0 Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus
Candidate 30	Candidate email 30		10	40	47	46	80	Need for Cognition	0 Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus
Candidate 31	Candidate email 31		83	68	63	79	94	Recent Probes	4 Middle of the pack individual, but also no major deficiencies
Candidate 32	Candidate email 32		58	21	26	60	91	Spatial Reasoning	0 Hard workers. May lack some of the aptitude, but they make up for it with persistence, hard work, and focus
Candidate 33	Candidate email 33		82	50	52	83	87	Spatial Reasoning	1 Critical thinkers. Very clever and good problem solvers

- Cyber Warfare
- Penetration Testing
- Ethical Hacking

- Network Security
- Incident Handling
- Security Operations Center

- Scale: 0-100
- Strength of scores in that quadrant

- Enterprise security management
- Application Security
- Enterprise Management

- Forensics
- Threat Intelligence
- Cyber Audit & Compliance

- Scale: 0-100
- Likelihood of success in training

Benefits of CyberGEN.IQ for Cyber Hiring

Save 50-80% of your time dedicated to hiring and focus on the right candidate, interviewing them more efficiently and filling your cybersecurity role with the person who is the best cognitive fit.

Streamlined Hiring Process

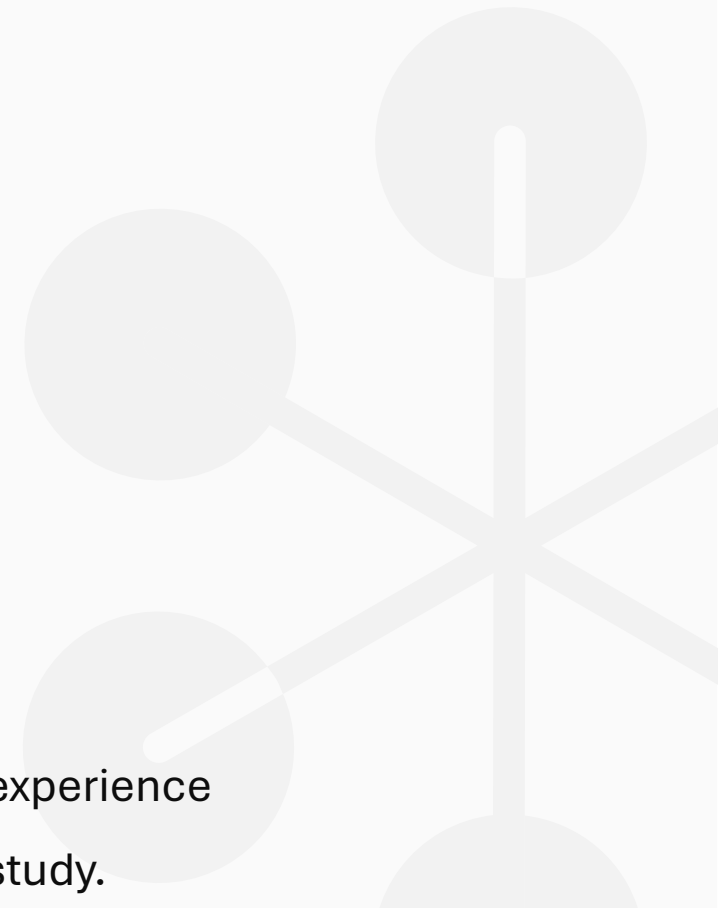
- Efficient candidate screening: Quickly identify top talent
- Reduced time to hire: Accelerates the hiring process

Improved Candidate Fit

- Accurate role alignment: Matches candidates with roles they are likely to excel in
- Higher retention rates: Better fit leads to increased job satisfaction and retention

Enhanced Diversity

- Focus on aptitude over background: Identifies talent based on potential, not past experience
- Inclusion of diverse candidates: Encourages a more diverse workforce – see case study.

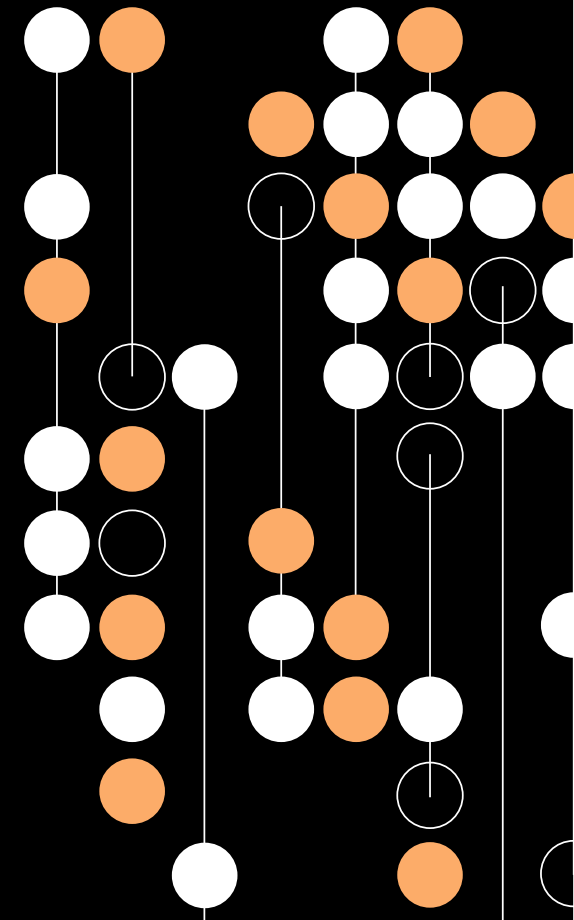


Uncovering a World Full of Cyber Aptitude Insight

- For employers, the CyberGEN.IQ score report enables you to easily filter your candidates by the high scores in the quadrant that best matches each job role and open position you're seeking to fulfil. Looking at the probability of success, your team can identify the top candidates that will be successful in on-the-job-training.
- For cybersecurity experts looking to make a career change or advance your career further with the right training or educational resources, you can fully understand where your talents and strengths lie—directing your future training plans and job applications that are right for you.

CyberGEN.IQ

Case Studies

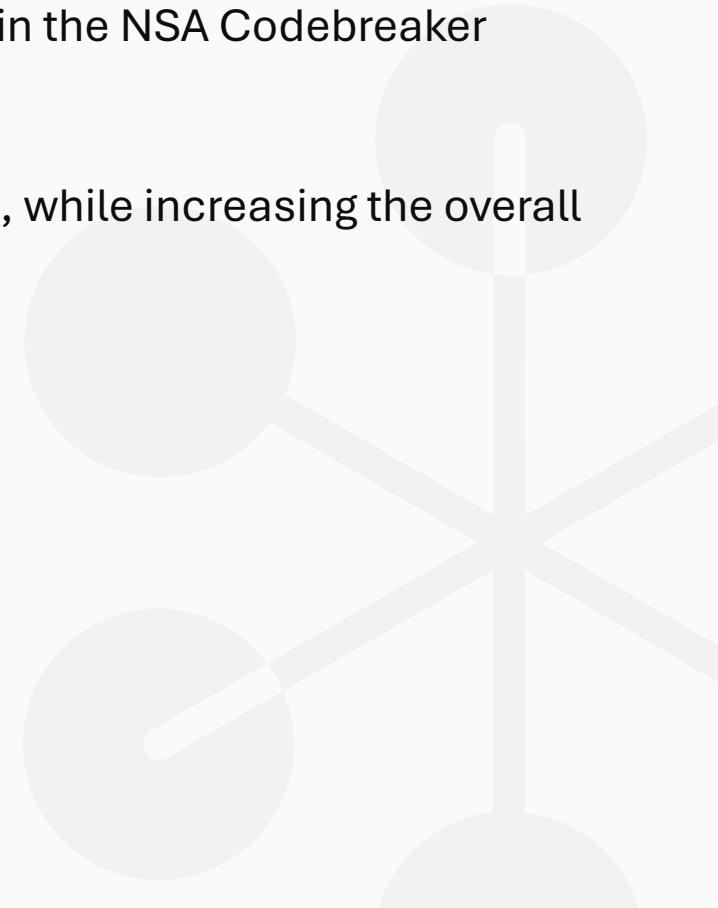


Case Study: University of North Georgia

The University of North Georgia (UNG) used CyberGEN.IQ to find "students in the haystack" with no prior cybersecurity knowledge, skills or abilities, creating a diverse team that went on to win the NSA Codebreaker Challenge.

This winning team increased the percentage of women on the team from 10% to 20%, while increasing the overall size of the team by 4x. Of those women:

- Most never studied cyber or software development
- Now nationally competitive
- Many considering cyber careers
- Many have stayed in the studies for more than 2 years now
- CyberGEN.IQ encouraged them, because it wasn't intimidating

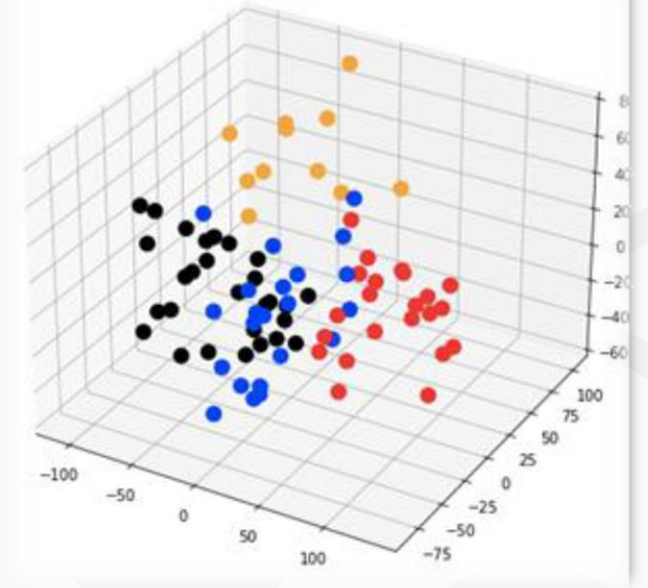


Case Study: Selecting Special Operations Command Cyber Teams

US Special Operations Command (SOCOM) is utilizing CyberGEN.IQ to pre-screen applicants for a cyber operations program. CyberGEN.IQ was **77% effective** in predicting who would pass/fail the SOCOM selection event.

Different clusters of cognitive ability for teams became clear:

- Mentally Tough
- Creative Thinkers
- Critical Thinkers



Case Study:

Selecting US Air Force Cyber Warfare Operators

USAF conducted an extensive study of the ability to use CyberGEN.IQ as a filter for students coming into Cyber Warfare Operator training.

- CyberGEN.IQ was 97% effective at predicting who was going to become elite (score 90% or higher) Cyber Warfare Operators
- CyberGEN.IQ was 84% effective at predicting who would be Cyber Warfare Operators vs other IT professionals