

Future Norwegian ambassadors selected with cut-e

The challenge: to find the best

The fundamental task of the Norwegian Ministry of Foreign Affairs is to promote Norway's interests internationally thereby safeguarding the country's freedom, security and prosperity. With such a challenging and vital role, the selection of diplomatic trainees is rigorous, robust and thorough.

With 450 student candidates applying to the three-year Aspirant Course for those intending to work for the Ministry of Foreign Affairs, and only 10 selected for the programme, identifying the very best talent is crucial.

The solution: introducing online assessment prior to assessment centres

As part of the screening process, all candidates complete three online tests from the cut-e portfolio:

- scales verbal – an aptitude test measuring the ability to draw logical conclusions from complex verbal information
- The inductive-logical reasoning test scales cls
- scales It-e – measuring English language proficiency by testing the three aspects fluency, vocabulary and spelling

Of the 450 initial applications, only 28 candidates were identified in this initial stage as having the potential to proceed to the next stage of the selection process. They completed the cut-e personality questionnaire shapes and were then invited to an assessment centre.

A committee of nine, amongst them members from academic institutions, confederations and unions at the Foreign Ministry, challenged the candidates at interview with questions concerning politics, the Norwegian welfare model, and on personal experiences and views. In addition, candidates take part in a group exercise that simulates a hijacking crisis, which needed to be managed and resolved – and observed by psychologists.

The outcome: assessment, feedback and better quality for the future

Recognising the investment of the candidates and the value of the information the assessments provide, all candidates receive feedback on the three cut-e tests and the personality questionnaire shapes.

Delighted with the process and the quality of information obtained, the Norwegian Ministry of Foreign Affairs integrated the cut-e tests and the shapes questionnaire – as well as the expertise of the cut-e specialists – for the selection processes in subsequent years.

“From using this approach, we get a good idea of how the candidates handle a challenging situation”

Aud Kolberg, Director of the Foreign Ministry and head of the Aspirant Board.

“The initial screening tests give highly valuable information but the group exercise takes this knowledge further as we look at the personal competence of the candidates. We investigate the interaction, the bargaining power, the ability to execute and emotional resilience. We also get an insight into how mature these candidates are. Such co-operation exercises will primarily provide a picture of the candidates’ ability to interact and communicate – critical characteristics for the role.”

Espen Skorstad, Managing Director of cut-e Norway, and one of the three observing psychologists

For any further information please don't hesitate to contact us!

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