

# GENERAL MENTAL ABILITY



ART and DRT measure General Mental Ability (GMA) "that, among other things, involves the ability to reason, plan, solve problems, think abstractly, comprehend complex ideas, learn quickly and learn from experience. It is not merely book learning, a narrow academic skill, or test-taking smarts. Rather, it reflects a broader and deeper capability for comprehending our surroundings "catching on", "making sense" of things, or "figuring out" what to do." ( Gottfredson, 1994, p. 13)

NRT measures understanding the basic mathematical principles, ability to work with numbers effectively and ability to use these skills in solving practical problems. Numerical reasoning is a key component of performance on positions that frequently analyze and make important decisions based on numerical data, charts and tables such as financial advisor, salesman, financial manager, accountant, data analyst etc.

## GENERAL MENTAL ABILITY



### JOB PERFORMANCE

GMA is one of the best predictors of job and training performance across different types of jobs.



Schmidt & Hunter, 1998



### INTELLIGENCE

Taking into account intelligence as a selection criterion significantly increases the likelihood that the chosen individuals will be able to manage their work better and show higher productivity



Schmidt et al., 1979



### COMPLEX WORK NATURE

The link between the level of GMA and success at work becomes closer the more complex the nature of the work undertaken is



Hunter, Schmidt & Le, 2006

## HIGH-VOLUME RECRUITMENT PROGRAM



ART, DRT and NRT can be used as a stand-alone measure in a high-volume recruitment program, or as a one of methods used in final rounds of selection process (e.g., in combination with tests of integrity, personality inventories, work sample tests, knowledge tests, structured interviews or biographical information).



# REASONING TESTS

Shedding light on cognitive abilities.

## SHEDDING LIGHT ON COGNITIVE ABILITIES

As today world becomes more and more complex and cognitively demanding there is higher demand for employees who have inner resources necessary for successfully dealing with this constantly growing complexity. Results of cognitive measurements are still one of the best predictors in employee selection.

When looking for people to hire, employers look for four basic qualities: intelligence, energy, integrity, and interpersonal intelligence. In other words, they want them to be quick and smart, hardworking and reliable, and rewarding to deal with.

## BENEFITS OF OUR TESTS



### Online platform

Tests can be filled on computer on a user-friendly online platform with an individual link



### Randomization

The items of the tests are introduced in a randomized way in order to reduce cheating potential



### Report

Reports are generated from the results right after completion, which describes the achieved cognitive level in a narrative way



### Languages

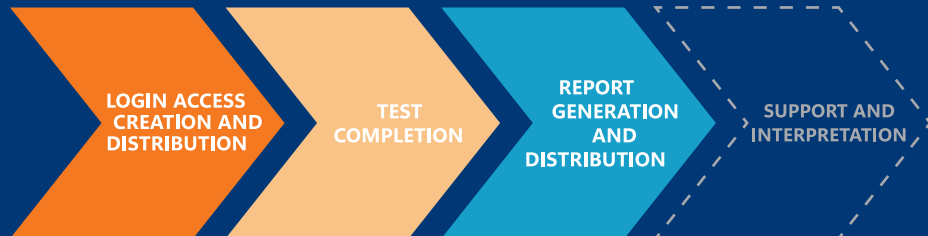
Tests and reports are available in many languages, supporting multi-language projects



### Validity

Tests are based on validated researches and hard data. Results are compared to local or international norms based on large norm groups

## QUICK AND EASY IMPLEMENTATION



The Power of  
Discoveries  
Put to Work



### ABSTRACT REASONING TEST



#### SELECTION PURPOSES

To size up if candidates' cognitive potential corresponds to the requirements of job they are aspiring for managing the job they are aspiring for.



#### TARGET GROUP

Suitable for entry-level jobs of blue/pink/white collar workers and specialists.



### DIAGRAMMATIC REASONING TEST



#### SELECTION PURPOSES

DRT can be used as a stand-alone measure and it is suitable for jobs of higher complexity.



#### TARGET GROUP

Suitable for jobs of higher complexity (e.g., highly skilled professionals, technicians, IT specialists and researchers).



### NUMERICAL REASONING TEST



#### SELECTION PURPOSES

To estimate what is the candidate's ability to handle effectively numerical problems.



#### TARGET GROUP

Suitable for jobs assuming the ability to analyze numerical data (e.g., financial advisor, sales-man, accountant etc.).

## SHOWING THE BASIC INTELLIGENCE

ART measures general mental ability. GMA is one of the best predictors of job and training performance across different types of jobs. It measures ability to think inductively, the ability to identify patterns and regularities and to apply the rules derived from them on tasks at hand.



#### INCREASING EMPLOYEE SUCCESS

By incorporating outputs from ART into your hiring decision making process you can increase the odds that selected candidates will successfully do their job.

## SHEDDING LIGHT ON THE CORE OF INTELLIGENCE

DRT enables to measure the ability to quickly learn and identify logical rules and apply them in assessing a situation and solving problems. It is predictive of performance on positions that require both good strategic and analytic thinking - the ability to quickly grasp the bigger picture and also understand implications of given constraints.



#### INCREASING EMPLOYEE SUCCESS

By incorporating outputs from DRT into your hiring decision making process you can increase the odds that selected candidates will successfully do their job.

## QUANTIFYING NUMERICAL ABILITY

NRT is a test of numerical intelligence, which manifests itself in the ability to understand quantitative concepts and to manipulate with numerical symbols. People with high numerical intelligence can use these skills in solving practical problems, which involves numbers and/or their relations in any form.



#### INCREASING EMPLOYEE SUCCESS

By incorporating outputs from NRT into your hiring decision making process you can increase the odds that selected candidates will successfully do their job if that job assumes employees' ability to solve numerical problems.