



FEDERAL REGULATORY AUTHORITY predicts job performance and career advancement

A major federal regulatory authority had been using the Revelian Cognitive Ability Test (RCAT) for several years, to help them identify people who would perform better in their jobs.

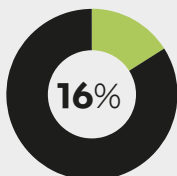
They wanted to see what kind of impact the assessment was having on some of their key organisational outcomes, including job performance, employee movement and career progression.

Revelian analysed the RCAT scores of candidates who were subsequently hired and compared them with manager ratings of job performance, an employee movement descriptor and career progression data.

We identified direct relationships between employees' RCAT scores and the outcomes we analysed.

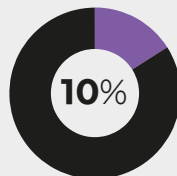


OVERALL RESULTS



Higher rcat scores for top performers

Employees receiving 'Strong/Outstanding' ratings had RCAT scores that were 16% higher than those with 'Consistent' ratings



Higher performance rating

Employees who scored 'Average' or above RCAT scores received 10% higher performance ratings



Greater likelihood of promotion

Employees who scored 'Above Average' on the RCAT were 5 times more likely to receive a promotion



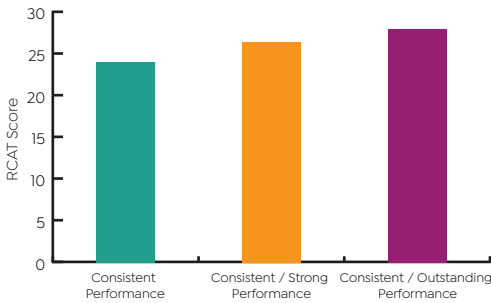
FINDINGS

JOB PERFORMANCE

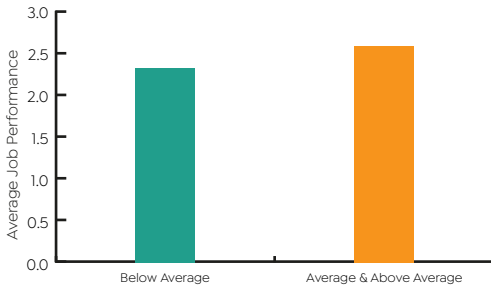
We compared RCAT scores with the annual performance ratings for 500 employees.

People who received a rating of 'Consistent/Outstanding Performance' had an average RCAT score of 27.8. People who received a rating of 'Consistent Performance' had an average RCAT score of 23.9.

In other words, the average RCAT score for people who achieved a rating of 'Strong and Outstanding' was 16% higher than those who received a rating of 'Consistent'.



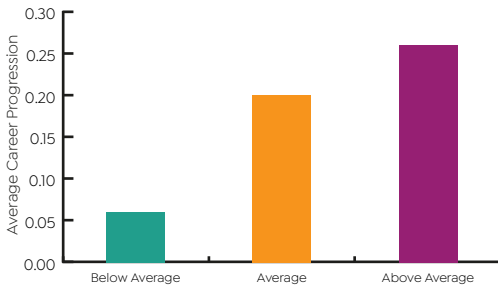
We assigned numerical values to the different performance ratings and found that, on average, employees with RCAT scores of 'Average' or above ('Above Average', 'Far Above Average') achieved performance ratings that were almost 10% higher than those who received RCAT scores of 'Below Average'.



CAREER PROGRESSION

We also compared RCAT scores with 'movement descriptors' such as promotion, resignation, dismissal etc

We found that employees with 'Above Average' RCAT scores were nearly 5 times more likely to receive a promotion than those with 'Below Average' scores.



THE REVELIAN COGNITIVE ABILITY TEST (RCAT)

The results of this assessment reflect the person's ability to acquire, retain, organise and apply information in a variety of circumstances. By comparing your candidates' scores to a relevant normative group, you can accurately predict their potential job performance.

Discover what lies below the surface.

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