

INTRODUCE THE RCAT

“One assessment the candidate completed as part of the recruitment process is the Cognitive Ability Test. The Cognitive Ability Test is a 20-minute timed test. There were a mixture of different question types including verbal, numerical and abstract reasoning questions.”

WHAT IS COGNITIVE ABILITY?

“The test measures how well someone can organise, retain, and use information. The questions required the candidate to solve problems and reason using information that is presented.”

HOW WAS THE SCORE CALCULATED?

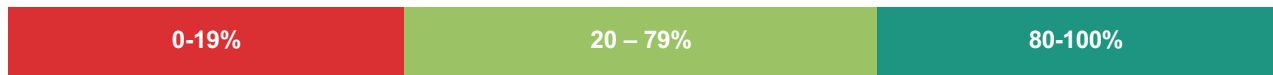
“The candidate’s score was calculated by determining the questions they got right, and then comparing this to other people who have taken the test to see how the candidate’s ability compares to that of others.”

RESULTS

“The candidate’s score fell in the *<Far Below Typical/ Below Typical/ Typical / Above Typical / Far Above Typical>* range. Specifically, the candidate scored better than *<insert percentile>* percent of *<insert normative group>*.”

“This means that compared to other people who have taken the test, it is likely that the candidate *<insert relevant text below based on percentile score>*.”

May take time to understand and learn new tasks	Will understand new tasks and concepts as well as most people	Will pick up new tasks and concepts more easily than most
May rely on past experience to deal with new or complex situations	Will have a moderate ability to apply both old and new knowledge to complex or novel situations	Will have a superior ability to apply both old and new knowledge to complex or novel situations
May require more training than others	Will be as easy to train as most people	Will be easily trained and able to perform well in a role
May need extra support to meet role requirements	Will have the ability to perform as well as most people in a particular role	Will have superior problem-solving abilities and be likely to think on their feet effectively



HOW MUCH EMPHASIS IS PLACED ON THIS ASSESSMENT?

“It’s important to note that this information should be used as one part of the decision-making process.”

DO YOU HAVE ANY QUESTIONS?