

COGNITIVE ABILITY TEST

Predict future performance





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.

More than 100 years of research has clearly shown cognitive ability to be the single most powerful predictor of performance on the job, across all roles, industries and management levels.

This is because a person's cognitive ability reflects how well they will acquire, organise, retain and apply information on the job.

Investing in cognitive ability testing empowers you, as a hiring manager, recruiter or business owner, to make clever decisions when filling positions. This means your business will have a greater chance of increasing overall performance and decreasing involuntary employee turnover.

Assessment information

 MEASURE General cognitive ability – verbal, numerical and abstract reasoning.	 PREDICT Performance
 DETAILS 51 questions 20 minutes, timed	 ROLES Use for all roles, in fact the test's predictive power increases as roles become more complex.

Fast facts about cognitive ability



Employees with above average Cognitive Ability Test scores (in the top 20%) were 5 times more likely to be promoted than people with average or below average scores.



Two separate business impact studies have shown that higher cognitive ability was linked to higher job performance and greater probability of future career progression.



Employees with below average Cognitive Ability Test scores (in the bottom 20%) recorded 55% more unplanned absences than those with average or above average scores



Recruiting using the Cognitive Ability Test increased pass rates for a highly complex technical training course from 68% to 92%.



The beauty of this test is that it completely removes unconscious bias – candidates are measured on their raw problem-solving abilities

Shane Philips, Bendigo & Adelaide Bank



For every job... the No. 1 thing we look for is general cognitive ability, and it's not IQ. It's learning ability. It's the ability to pull together disparate bits of information.

Laszlo Bock,
SVP People Operations
Google

COMPARISON GROUPS

Revelian Enterprise:

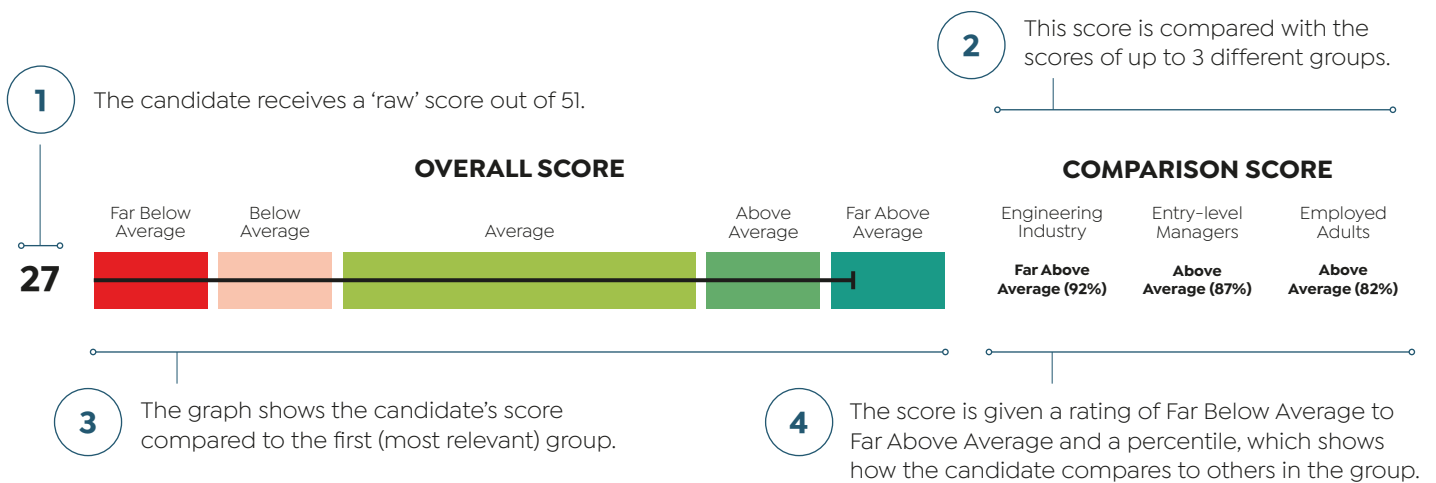
Compare candidates with a number of industry, management and graduate groups. Benchmarks available.

Revelian Express:

General employed adults comparison.

SCORING AND REPORTING

In the report you'll receive, the candidate's 'raw' score is compared with the scores of other candidates who have also completed the assessment. In Revelian Enterprise, you can compare scores to up to 3 different groups, while in Revelian Express, scores will be compared to a general 'Employed Adults' group.



Results indicate the ability to acquire, organise, recall and apply information

PEOPLE WHO SCORE IN THE BOTTOM RANGE:	PEOPLE WHO SCORE IN THE MIDDLE RANGE:	PEOPLE WHO SCORE IN THE TOP RANGE:
May take time to understand and learn new tasks	Understand and learn new tasks and concepts as well as most people	Pick up new tasks and concepts more easily than most
Rely on past experience to deal with new or complex situations	Have a moderate ability to apply both old and new knowledge to complex or novel situations	Have a superior ability to apply both old and new knowledge to complex or novel situations
May require more training than other people	Are likely to be as easy to train as most people	Are easily trained and able to perform well in a role
May need extra support to meet role requirements	Have the ability to perform as well as most people in a particular role	Have superior problem-solving abilities and are likely to think on their feet effectively
BELOW AVERAGE (0-19%)	AVERAGE (20 – 79%)	ABOVE AVERAGE (80-100%)

Discover what lies below the surface.

revelian.com

1300 137 937 or +61 7 3552 5700
enquiries@revelian.com

REVELIAN
A Criteria Company