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GENERAL COGNITIVE  
ABILITY TEST (GCAT)

SELECT

Pat Participant

September 2018



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## Introduction



### The Assessment

The General Cognitive Ability Test (GCAT) is a measure of cognitive ability. Cognitive ability is important because it influences how quickly somebody can learn, how readily they can adapt, how easily they can understand, and how adeptly they can solve novel problems. It is well established that cognitive ability predicts educational and occupational success and is an important ingredient of future potential. The GCAT assesses ability in the following areas:

- Understanding problems using words
- Logical deduction and induction
- The relationship between numbers
- Discerning patterns and sequences
- Abstract reasoning
- Mental rotation



### The Report

This report has been designed to support interview and reference checking processes. The report presents Pat's results and provides probing interview questions to help users elicit information about their preferences, past behaviour and performance.



### Private and Confidential

This is a confidential assessment report. This report was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional, and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).



### Waiver

When reading this report, please remember that it is based exclusively on the information gathered from the test session only and describes performance exclusively on the GCAT test. The publishers, therefore, accept no responsibility for decisions made using this assessment and cannot be held responsible for the consequences of doing so.



### Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare participant results. As a guide, scores of 1 to 3 are considered well below average, while scores of 5 to 6 are average, and scores of 8 to 10 are considered well above average.



### Comparison Group (Norm)

The following norm group was used to compare results against.

Assessment	Name	Size
GCAT	International Participants	1275

## Results Summary

### General Reasoning

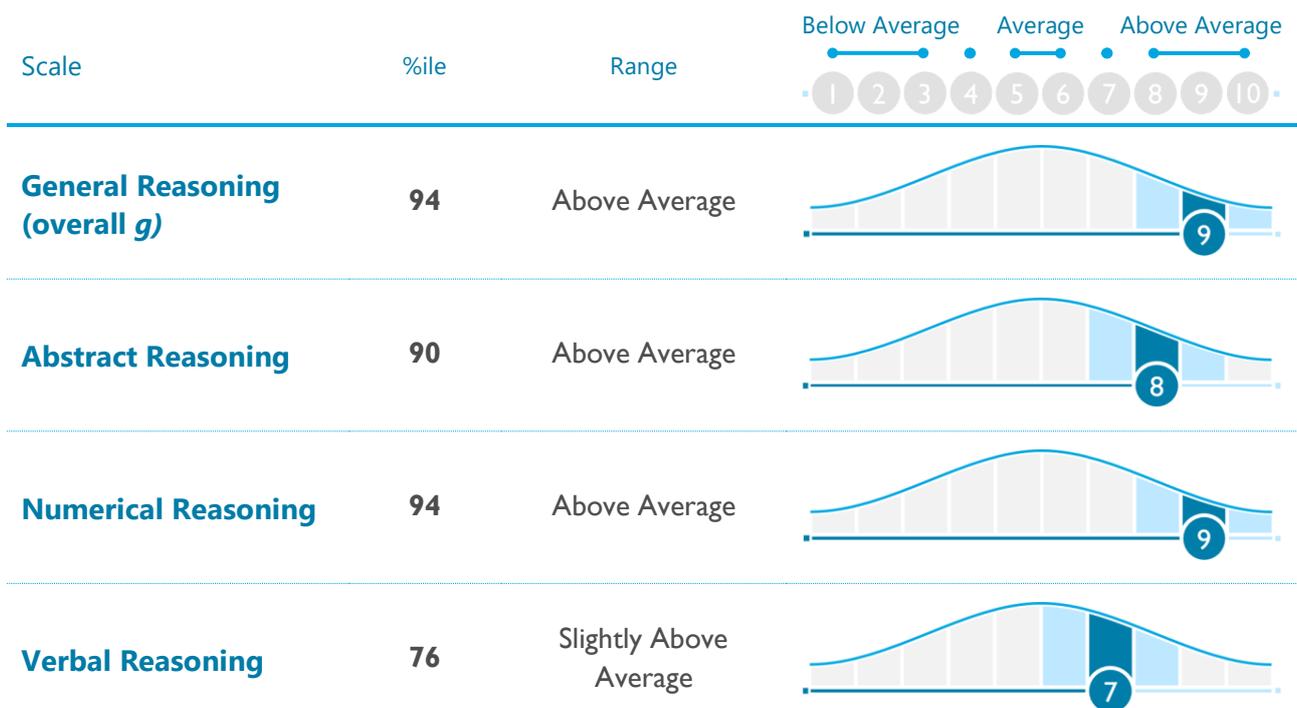
General Reasoning refers to overall General Mental Ability (g) which is an approximate overall indicator of the ability to reason, think logically, and solve problems using words, numbers, and simple images.

- Pat's general reasoning score suggests that they possess a well above average level of reasoning ability.
- Scoring in this range, they are likely to understand problems, reason logically and make use of learning considerably better than others.

The following elements are used to describe the results.

<b>Percentile Score (%ile)</b>	Is a value on a scale of 100 that reflects the percentage of people in a sample who score below the participant's score.
<b>Range</b>	This is a qualitative indicator that is based on the Sten score and indicates how well a participant has performed.
<b>Sten Score (1-10)</b>	A Sten score is a standardised measure used to compare participant results. Presented on a 10-point scale, a score of 1 indicates low performance and a score of 10 indicates high performance.

### Profile Charts





## Results in Detail

### Abstract Reasoning

Abstract Reasoning assesses the ability to identify logical relationships and patterns between abstract shapes. Abstract Reasoning is an indicator of the ability to assimilate information and understand new concepts. It is used to predict intellectual and training potential as it is unrelated to previous educational attainment or experience.

- Pat's abstract reasoning score is within the above-average range when compared to the reference group.
- This suggests that they should have a strong natural or innate ability.
- As a result, Pat should be quick to comprehend new, unclear or complex concepts and may require a stimulating role in order to keep themselves motivated.

### Numerical Reasoning

Numerical Reasoning assesses the ability to identify logical relationships between numbers. Numerical Reasoning is an indicator of the ability to identify, interpret and analyse numerical information. It is used to identify high performers and predict job performance for roles that require working with numbers.

- Pat's numerical reasoning score puts them in the well above average range when compared to the reference group.
- This result suggests that they should be capable of logically and rationally working with numbers.
- Therefore, they should be able to utilise their skills in this area to solve complex problems that involve numbers at work.

### Verbal Reasoning

Verbal Reasoning assesses the ability to identify logical relationships between concepts framed in words. Verbal Reasoning is an indicator of the ability to think, reason and solve problems based on verbal concepts. It is used to identify high performers and predict job performance.

- When compared to the reference group, Pat's verbal reasoning score indicates that they should have a slightly above average ability to understand complex verbal concepts.
- This score suggests that Pat should be more capable than most people of analysing and describing complex verbal information.

## Interview Prompts

The following questions have been designed to support the interview and reference checking process for Pat by attempting to elicit information about their abilities, past performance.

Each scale has been mapped to a series of interview questions and colour coded using the following convention:



*reflect below average results*



*reflect average results*



*reflect above average results*

Use the interview questions as a guide to probe Pat's preferences, past behaviour and performance as well as how these may be applied to future role requirements.

<b>Abstract Reasoning</b>	 <ul style="list-style-type: none"> <li>Describe a time when you were able to solve a problem by looking beyond the obvious facts.</li> <li>Tell me about a time when your ability to see connections between things helped you solve a problem in a unique way.</li> <li>Give me an example of a time when you put something you learned to good use.</li> </ul>
	Notes:
<b>Numerical Reasoning</b>	 <ul style="list-style-type: none"> <li>Describe a recent problem that you were able to identify and how you identified it.</li> <li>Do you work with numerical information? If so, what kind of information is it and how do you make the best use of it in your work?</li> <li>Give me an example of explaining particularly complex numerical results to others.</li> </ul>
	Notes:
<b>Verbal Reasoning</b>	 <ul style="list-style-type: none"> <li>Tell me about a difficult or complex idea that you explained to others.</li> <li>Give me an example of a time when you had difficulty explaining your thoughts to others.</li> <li>Describe a difficult decision you made that involved evaluating conflicting information.</li> </ul>
	Notes: