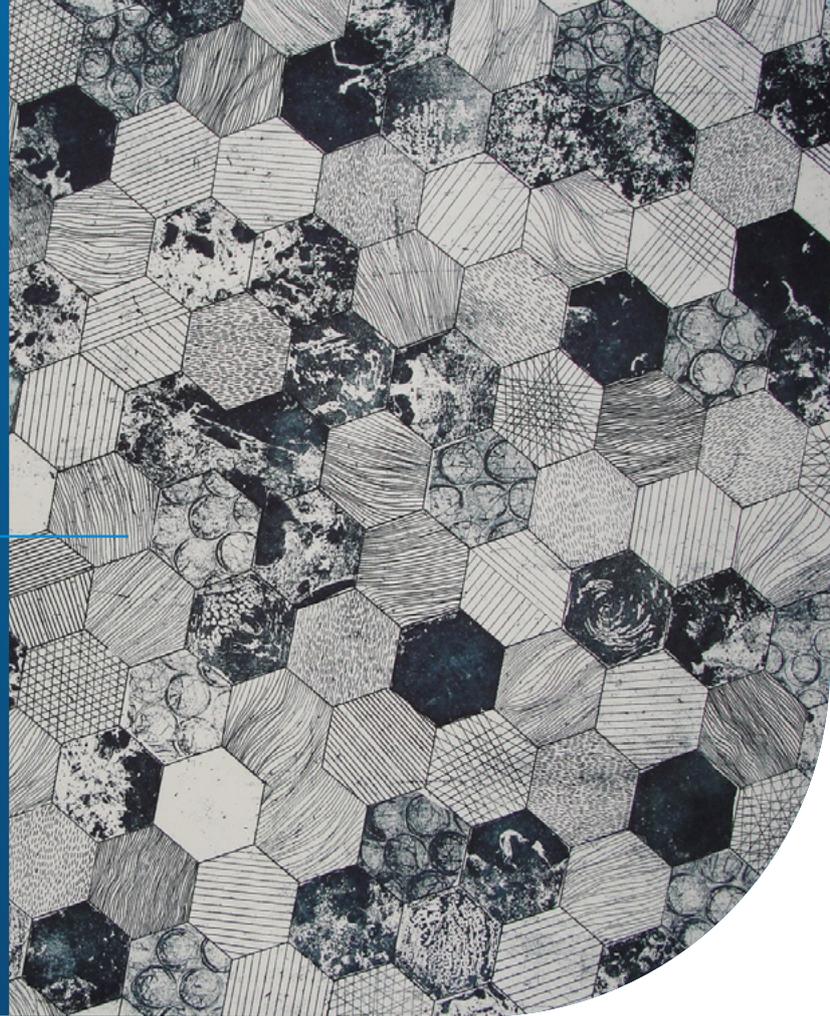# podium

GCAT
General Cognitive Ability Test

Enhanced Talent Decisions
Backed by Science

A BPS & EFPA-Registered Test for Predictive Hiring and Development

About
GCAT

the british
psychological society
registered test

GCAT by Podium is a cutting-edge tool designed to measure general mental ability (GMA), a proven predictor of workplace success. Tailored to the demands of modern organisations, GCAT assesses three crucial reasoning areas — abstract, numerical, and verbal — providing a comprehensive view of candidates' problem-solving and decision-making potential.

Quick, reliable, and adaptable, GCAT supports fair, data-driven talent decisions across roles and industries.

Scientifically Grounded
Based on the CHC theory, GCAT reliably predicts job success.

Fast and Accessible
Complete in 30 minutes for quick, actionable results.

Wide Applications
Ideal for hiring, development, talent identification, and screening.

Fair and Reliable
High fairness standards minimise bias across demographics.

Broad Reach
GCAT and its reports are available in over 10 languages.

Instant Reporting
Immediate, easy-to-read reports for better decision-making.

UNLOCKING TALENT POTENTIAL WITH GCAT

✓ Three Critical Dimensions of GMA

- **Abstract Reasoning**: Tests critical thinking through diagrammatic and associative challenges.
- **Numerical Reasoning**: Measures ability to interpret numerical data, analyse patterns, and solve sequences.
- **Verbal Reasoning**: Assesses comprehension and logical connections in language-based tasks.

✓ High Predictive Validity

GCAT's structure ensures accurate assessments of cognitive ability, a significant predictor of job performance. Extensive testing shows GCAT's correlation with real-world success across sectors.

✓ Flexible Reporting Options

- **Selection Reports**: Highlights strengths and areas for consideration in hiring.
- **Development Reports**: Offers insights into growth and training opportunities.
- **Feedback Reports**: Summarises results for candidates, supporting transparent communication.
- **Bulk and Custom Reports**: Group or bespoke data for large-scale or specialised needs.

✓ Rigorous and Reliable Assessment

GCAT delivers a high-standard cognitive evaluation, developed with robust psychometric methods to ensure accuracy and reliability. Designed to minimise bias, GCAT provides clear insights across verbal, numerical, and abstract reasoning skills, making it a trusted choice for talent assessment.

Applications Across HR

- **Recruitment & Selection**: Identify candidates with strong general cognitive abilities suited to your organisation's demands.
- **High-Potential Identification**: Spot future leaders and high-potential employees through clear cognitive benchmarks.
- **Team Building**: Optimise teams with individuals whose cognitive abilities complement each other.
- **Employee Development**: Use GCAT insights to inform coaching and training programmes.

Discover the power of cognitive insights with GCAT.