GENERAL COGNITIVE ABILITY TEST (GCAT) FEEDBACK

Sam Sample

❖ 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

The purpose of this report is to give information about your performance on the test. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which you can explore either on your own or with your manager or coach.

🔒 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.

📝 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.

❖ 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.

Profile Description

- Your overall reasoning result shows that you have performed in the slightly above average range when compared to others.
- This suggests that you should be more capable than the average person in dealing with complex concepts.
- Therefore, you should have little difficulty coping with general work of a day-to-day nature and should benefit from further training.

❖ Results In Detail

Abstract Reasoning

Abstract Reasoning looks at the ability to identify logical relationships between abstract forms. It is about understanding information and grasping new concepts. It is not strongly related to previous learning. As such, it can be used to predict intellectual potential and the capacity to be trained.

Profile Description

- Your abstract reasoning result shows that you have performed in the average range when compared to others.
- This suggests that you should be able to comprehend new, unclear or complex concepts as quickly as most others.

Development Recommendations

- Search for conferences or courses that are likely to challenge you.
- Take on assignments that expose you to conceptual thinking.
- Develop strategies to simplify complex problems.
- Try to improve your effectiveness when solving problems by changing the way you do things.
- Challenge yourself to learn something new that is difficult, like a new language or hobby.

Implication Notes – *list possible work implications.*

Development Notes – *list possible development interventions or actions.*

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Numerical Reasoning

Numerical Reasoning looks at the ability to spot relationships between numbers. It is about identifying, interpreting, and analysing numerical information. It can be used to predict job performance, especially for roles that work with numbers.

Profile Description

- Your numerical reasoning result shows that you have performed in the average range when compared to others.
- This suggests that you should be able to cope with everyday numerical concepts with little difficulty.
- While it may take you some time to sufficiently process and solve complex numerical problems, you are likely to gain from developing your numerical skills.

Development Recommendations

- Keep attuned to opportunities to practice numerical skills in everyday life.
- Take up numerical puzzles such as Sudoku, Kakuro, or Hidato.
- If you prefer a structured approach to learning, consider signing up for maths-based tutorials.
- Volunteer for assignments that are technical in nature and require the use of numerical and problem-solving skills.

Implication Notes – *list possible work implications.*

Development Notes – *list possible development interventions or actions.*

Verbal Reasoning

Verbal Reasoning examines the ability to identify relationships between concepts described in words. It is about thinking, reasoning, and solving problems based on verbal concepts. It can be used to predict job performance, especially when it depends on previous learning.

Profile Description

- Your verbal reasoning result is above the average range when compared to others.
- This suggests that you should comprehend complex verbal information, solve challenging verbal problems, and clearly describe complex verbal concepts to others.

Development Recommendations

- Join groups that focus on developing communication and oratory skills.
- Build your social connections and engage others in conversation about a wide range of topics.
- Look for opportunities to express your ideas or make presentations.
- Utilise your ability in this area by helping to explain complex concepts to others.

Implication Notes – *list possible work implications.*

Development Notes – *list possible development interventions or actions.*

❖ Development Plan

Use this section to summarise and document your development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Read your feedback report and take notes.
2. Preparing a list of major concerns and personal goals.
3. If you will meet with a coach or your manager to discuss your development plan, then adopt an open approach where you both consider your actual performance before exploring different development activities and their implications.
4. Take notes and agree on action plans with your coach or manager.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					

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