



GENERAL INFORMATION

OBJECTIVE

Instantly provide the positioning of the person being assessed in relation to their cognitive abilities and their learning capacity.

CONTEXT

Selection or preselection

TARGET CLIENTELE

16 years and older, all work environments

FORMAT

203 multiple choice questions

DURATION

30 minutes (5 independently timed sections)

COST

30 \$

LANGUAGES AVAILABLE

French
English

FLUID AND CRYSTALLIZED INTELLIGENCE TEST

The CFIT is a psychometric aptitude test. The CFIT provides a measure of cognitive abilities on the verbal, numerical and spatial levels. A section on non-verbal logical reasoning has been integrated so that the results are not affected by the language proficiency or the cultural background of the person being assessed. This automated tool provides a quick overview of the candidate's ability to learn.

DIMENSIONS ASSESSED IN THE CFIT TEST

- ▶ General intelligence (g factor)
- ▶ Fluid intelligence (ability to logically analyze information)
- ▶ Crystallized intelligence (ability to use acquired knowledge)
- ▶ Verbal ability (with words)
- ▶ Numerical ability (with numbers)
- ▶ Spatial ability (with shapes)
- ▶ Matrix (non-verbal logical reasoning)

ADVANTAGES

- ▶ Complete autonomy on Interpreto's user-friendly platform for test administration and report management.
- ▶ Instant report generation as soon as the candidate completes the test.
- ▶ Multiple detailed dimensions for a more nuanced view of the cognitive functioning of the person being assessed.

PSYCHOMETRIC QUALITIES

- ▶ Norms: The CFIT was validated in 2015-2016 with a normative sample of 1439 French and English speaking individuals in Canada (Quebec, Ontario, New Brunswick and Alberta), with different levels of education (high school to university), primarily between the ages of 24 and 60.
- ▶ Reliability: The internal consistency of the scales (based on the Cronbach's alpha coefficients) varies between 0.81 and 0.91 for the French sample and between 0.77 and 0.88 for the English sample. The test-retest correlation coefficients range from 0.73 to 0.91, which means that the test results are stable over time (interval of 4 to 6 weeks).
- ▶ Validity: The correlation coefficients between CFIT scores with those of other recognized aptitude tests range from 0.63 to 0.89 (convergent validity).