



ADAPTIVE COGNITIVE TEST (TCA-ACT-19)

STANDARDIZED EVALUATION REPORT

Candidate:
Participant, John

Evaluation date:
2020/08/17

Norms:
General Norms



Introduction and word of caution

Only authorized persons may have access to the content of this report. This report must not be handed over to the candidate.

This report describes the results the candidate obtained at the Adaptive Cognitive Test. The report contains 5 sections:

- (1) A brief description of the cognitive ability concept.
- (2) What the Adaptive Cognitive Test measures.
- (3) The candidate's results and a detailed interpretation portion.
- (4) Suggested interview questions.
- (5) Possible avenues to guide and structure the candidate's development, from a career development perspective.

***** IMPORTANT *****

When interpreting the candidate's Adaptive Cognitive Test results, it is important to consider the fact that the test is intended for an adult population in the context of a selection or a potential assessment process, and that the test results may be used for those purposes only. In addition, this test's results have to be combined with other results obtained (personality test, structured interview, etc.) throughout the selection process and should be interpreted in relation to the requirements of the position.

Finally, special attention must be given to the language and the approach used when providing feedback to the candidate. When the results are to be explained, emphasis should be placed on:

- The possibility of having somewhat more (or less) difficulty when addressing more complex situations;
- The possibility of having somewhat more (or less) difficulty performing, quickly or consistently, mental logical operations of a non-verbal nature;
- The possibility of having somewhat more (or less) difficulty learning or rapidly adapting to change.

1 Description of the cognitive ability concept

Cognitive ability can be defined as the capacity to reason logically and perform mental operations of a verbal, non-verbal, spatial and numeric nature. It refers to all mental operations that help an individual to understand everyday situations and establish links between them. Cognitive ability also helps to predict an individual's capacity to understand complex ideas, to adapt effectively to new situations, to learn from one's own experiences and to use different methods to solve complex problems.

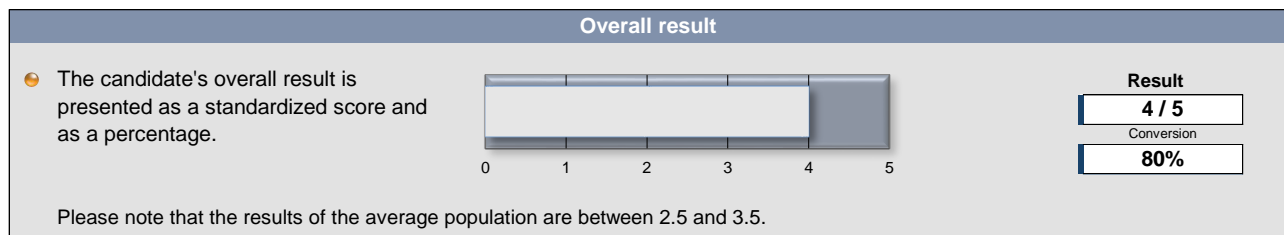
2 What does the test measure?

The Adaptive Cognitive Test is a multiple-choice test presented as a computer-based adaptive test (CAT) that measures the cognitive ability of an individual or, more precisely, the ability to perform logical mental operations of a nonverbal nature. The test was built, validated and standardized based on an adult population working in different organizations.

In relation to the competencies sought by the organization, these criteria are good indicators of the mastery level of the following competencies: strong ability to learn quickly on the job, ability to learn, excellent problem-solving skills, technical/professional abilities, ability to analyze, and cognitive ability. In other words, the test measures the candidate's ability to reason logically and to perform logical mental operations of a nonverbal nature. It helps predict an individual's ability to learn and to apply his/her learning and acquired knowledge in different situations.

3 Results and interpretation

The overall result represents the candidate's standardized score. The overall result may range between 1 and 5, as shown below:



Number of questions answered

Questions answered:

7

Total number of questions:

8

🔔 Result interpretation

An above-average score (4 or 5) on this test indicates that the candidate consistently demonstrates the ability to perform logical non-verbal mental operations requiring complex logical reasoning. The candidate seems to be able to quickly grasp the key aspects of a situation. In addition, the candidate seems to be able to demonstrate a much greater capacity to recognize or to anticipate potential problems in the workplace as well as further issues that may arise from them.

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Interview questions

To complete the evaluation, it may be interesting to invite the candidate to answer some structured interview questions. The following section provides a few suggestions for interview questions that could be asked.

- Could you tell us about a situation where you felt comfortable dealing with a complex problem?
- Could you give us an example of a situation where you were able to adapt your behaviour (e.g.: in case of an unexpected event or when dealing with an unknown person)?
- Could you tell us about a situation where you were able to perform a good analysis of the information that was available to you?
- Could you tell us about a situation where you made a special effort to perfect your competencies at work?

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Avenues for reflection

Cognitive ability is a difficult competency to develop. However, there are specific development opportunities which may guide candidates that are looking for strategies to learn quickly, analyze complex situations, adapt to change and solve problems. Here are some avenues for reflection that you may share with the candidate:

- Take the time to think before making decisions, in order to assess various outcomes.
- Take a mental step back in more complex situations in order to gain perspective and stay calm when faced with ambiguity.
- When dealing with complex and ambiguous situations, make a number of small decisions, change course if needed, collect additional information and take one step at a time until the initial problem is under control.
- Learn from your mistakes; analyze the events leading up to your mistakes as objectively as possible. Identify the reasons for your mistakes so you do not repeat them in the future.
- Collect the necessary information from the persons involved and review the necessary documentation before making or questioning a decision.
- Learn to dissect the issues from every angle and resolve them step by step. Avoid jumping to conclusions.
- If you need to solve a problem in your organization, perform a root cause analysis and review the history of similar problems by highlighting the parallels or common points with your problem.
- Be prepared with possible solutions by evaluating their positive and negative consequences.
- Quickly deal with simpler problems in order to gradually tackle more complex situations.
- Develop a positive attitude when faced with failure and criticism. Instead of being worried, which makes the situation even more ambiguous, ask yourself "What can I learn from this situation?" or "How can I improve?".