Cognitive Ability Test

The Cognitive Ability Test comprises assessments of verbal, numerical, spatial, and abstract reasoning ability, which scores are combined to generate a general cognitive ability score, known as "g".

This score reflects a person's ability to solve problems, extract and apply information, learn new skills, and deal with complex situations. A person with a higher score is more likely to be a quick learner and good performer as compared to a person with a lower score.

Detailed Test Report

For every candidate completing the Cognitive Ability Test, you will be able to download or print a detailed test report. The first page of the test report grants a quick overview of the candidate's overall performance on the test. The results of the candidate are compared to a norm group in order to get the percentile population score.

For example, If a candidate has a score of 70, he/she scored as well or better than 70 percent of the 5,000 people
who were part of our 2013 test norming study. You may choose to compare a candidate's results to the entire norm group or to a specified part of the norm group.

Measures
Verbal ability, numerical ability, spatial ability, and abstract reasoning ability

Useful for
Predicting job performance in various types of jobs.
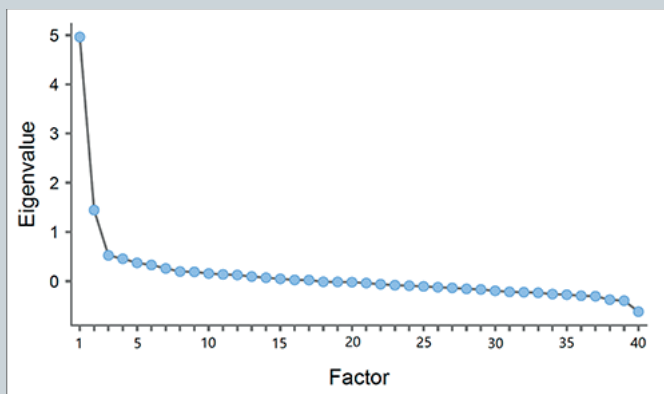
Items
40 questions

Time limit
40 minutes

Evidence of Validity

An exploratory factor analysis was conducted of the validation study dataset. Results are interpreted through a scree plot below, which indicates that the best factorial structure for the test is that of only one factor. This is consistent with the unidimensional nature of cognitive ability. Therefore, the predictive validity of the cognitive ability construct can be generalized to the scores of this test.

Evidence of Reliability

The Cognitive Ability Test has an appropriate level of internal consistency reliability, indicated by the following coefficients:

Cronbach's α: **0.83**
McDonald's ω: **0.84**

Requirements

The test can be run on all mobile devices, PC, and Mac computers with an updated browser and a stable internet connection.
The test is accessed by the browser. You can run the test on-site, or the candidate can complete the test in the comfort of their own home.

Request a Sample

Please contact us by e-mail to request a full-length sample of the test.