

## Global Cognitive Ability Test

The G-CAT is designed to measure core cognitive abilities that are critical to success across a wide range of occupational roles. By providing objective, reliable, and valid measures of these abilities, the G-CAT helps organizations make more informed, evidence-based decisions when selecting and developing talent.

The G-CAT evaluates cognitive abilities that are essential for problem-solving, decisionmaking, and other mentally demanding tasks. These abilities are assessed through carefully designed non-verbal tasks to ensure fairness across diverse populations.

The G-CAT is available in seven languages: English, Spanish, French, German, Italian, Portuguese, and Danish.

### Detailed Test Report

The G-CAT test report provides clear, actionable insights to support decision-making. Each report includes:

- **Overall Cognitive Ability Score** – A raw score and a percentile ranking, comparing the candidate’s performance to a reference population.
- **Detailed Subscores** – Performance breakdown in three key cognitive areas:
  - **Numerical Reasoning** – Ability to analyze and interpret numerical data.
  - **Abstract Reasoning** – Logical problem-solving and pattern recognition skills.
  - **Spatial Reasoning** – Understanding and manipulating visual information.
- **Score Interpretation** – Contextual explanations of each score, helping employers understand cognitive strengths and potential fit for various roles.

The report is designed to be easy to read and interpret, providing objective insights that support fair and effective hiring decisions.



#### Measures

- General cognitive ability.
- Numerical reasoning ability.
- Spatial reasoning ability.
- Abstract reasoning ability.



#### Ideal for

Predicting job performance across various roles.



#### Items

- 10 Abstract reasoning.
- 10 Numerical reasoning.
- 10 Spatial reasoning.



#### Time limit

- Abstract subtest: 4 minutes.
- Numeric subtest: 5 minutes.
- Spatial subtest: 6 minutes.

### Scientifically Validated

Backed by research and rigorous validation, the Global Cognitive Ability Test ensures reliable and accurate assessment of cognitive skills, helping organizations make data-driven hiring and talent decisions.

### Quick and Easy to Administer

Designed for efficiency, the Global Cognitive Ability Test takes less than 20 minutes to complete, making it a quick yet powerful tool for assessing candidates.

### A Language-Neutral Cognitive Assessment

The G-CAT features entirely nonverbal test items, ensuring that cognitive skills are assessed without language barriers or cultural bias. This makes it an ideal tool for evaluating candidates from diverse backgrounds.

### 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.