PEOPLE CENTRAL

ADAPTIVE GCAT - ABSTRACT

SELECT

Sally Sample

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podium

Introduction

The Assessment

The GCATA is a measure of cognitive ability that has been developed specifically for online, unsupervised testing. It focuses on those aspects of cognitive ability that are least influenced by cultural background and educational attainment.

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 GCATA assesses ability in the following areas:

- Logical deduction and induction
- Discerning patterns and sequences
- Abstract reasoning
- Mental rotation

The Report

This report has been designed to support interview and reference checking processes. The report presents Sally's results and provides probing interview questions to help users elicit information about her preferences, past behaviour and performance.

Private and Confidential

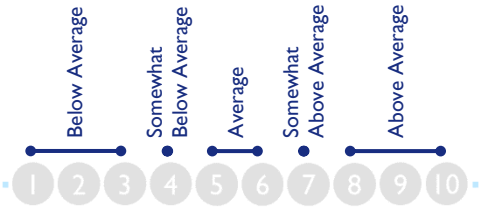
This is a confidential assessment report. This report was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional, and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

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 GCATA test. The publishers, therefore, accept no responsibility for decisions made using this assessment and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare participant results. As a guide, scores of 1 to 3 are considered well below average, while scores of 5 to 6 are average, and scores of 8 to 10 are considered well above average.



Comparison Group (Norm)

The following norm group was used to compare results against.

Assessment	Name	Size
Abstract Reasoning	New Zealand Participants	5326

Profile Summary

The following elements are used to describe the results.

Percentile Score (%ile)	Is a value on a scale of 100 that reflects the percentage of people in a sample who score below the participant's score.
Range	This is a qualitative indicator that is based on the Sten score and indicates how well a participant has performed.
Sten Score (1-10)	A Sten score is a standardised measure used to compare participant results. Presented on a 10-point scale, a score of 1 indicates low performance and a score of 10 indicates high performance.

Profile Charts

Scale	%ile	Range	Below Average / Average / Above Average (1 2 3 4 5 6 7 8 9 10)
Abstract Reasoning	**26**	Slightly Below Average	

Results in Detail

Abstract Reasoning

Abstract Reasoning assesses the ability to understand complex concepts and assimilate new information beyond previous experience. It consists of items which require the recognition of patterns and similarities between shapes and figures. As a measure of reasoning, it is independent of attainment and can be used to provide an indication of intellectual potential. Assessing the ability to quickly understand and assimilate new information it is likely to predict how responsive to training the person will be.

- Sally's abstract reasoning score shows that she has performed in the slightly below average range when compared to the reference group.
- Scoring in this range suggests that she should be able to grasp new concepts outside of her previous experience, yet it may take her a little longer than the average person.
- In line with this, she may appreciate time to comprehend new or particularly complex information.

Interview Prompts

The following questions have been designed to support the interview and reference checking process for Sally by attempting to elicit information about her abilities, past performance.

Each scale has been mapped to a series of interview questions and colour coded using the following convention:

reflect below average results *reflect average results* *reflect above average results*

Use the interview questions as a guide to probe Sally's preferences, past behaviour and performance as well as how these may be applied to future role requirements.

Abstract Reasoning

- Describe a time when you were able to solve a problem by looking beyond the obvious facts.
- Tell me about a time when your ability to see connections between things helped you solve a problem in a unique way.
- Give me an example of a time when you put something you learned to good use.

Notes: