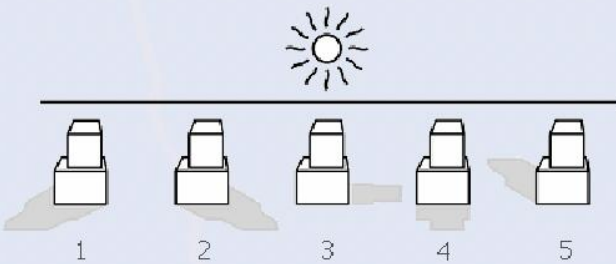


Test Name	Identity-Cognitive
Number of Questions	40
Type of Questions	Multiple Choice
Time Limit	12 minutes
Test Description	<p>Cognitive ability or general aptitude has consistently proven to be a valid predictor of performance and training success, across most, if not all, job functions.</p> <p>Identity-Cognitive test provides a general indication of a job candidate's abilities with problem solving, comprehension and communication. It is also a valid gauge of an individual's training potential. This test serves as a valuable tool for screening individuals based on cognitive abilities needed to be successful on the job.</p>
Scales Covered	<p>Mathematical and Logical Reasoning - Mathematical and Logical Reasoning measures the degree to which the individual is likely to reason logically and to understand and solve basic mathematical problems.</p> <p>Verbal Reasoning - Verbal Reasoning measures the degree to which the individual is likely to understand logical relationships among words, including word comprehension and association.</p>

Sample Test Questions

Question 10 of 40

Based on the location of the sun, which drawing below is most accurate?



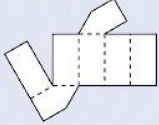
1 2 3 4 5

A	1	D	4
B	2	E	5
C	3		

Skip this Question

Question 28 of 40

Fold the figure below along the dotted lines. Which object best represents the result?



1 2 3 4 5

Skip this Question

Sample Report

Testing Results



Test information

Identity - Cognitive
John Testtaker 000-00-0000
10/1/03 10:33 AM 18 minute(s)



Performance Analysis

	0	50	99	Percentile	Grade
Overall Performance				85	Above Avg.
Performance Area				Score	Grade
Math and Logic Reasoning				79	Above Avg.
Verbal Reasoning				91	High



Detailed Descriptions of Results

Overall Performance

Description Research in testing literature regarding cognitive ability or general aptitude consistently shows that general aptitude is a valid predictor across most, if not all, jobs in predicting job performance and training success.

The Overall Cognitive score is a general indicator of the individual's ability to think quickly and solve problems. It is also a valid indicator of an individual's training potential. For more detailed insights, please review the results for each individual scale.

Score Percentile: 85. This candidate scored higher than 85% of other candidates. (High Performance)

Description This individual's overall cognitive score was superior to that of most other people in the study sample. This score suggests that this individual has excellent

problem-solving skills, thinks quickly, and is a fast learner. This is definitely an area of strength for this individual.

Performance in Each Area

Mathematical and Logical Reasoning

Score Percentile: 79. This candidate scored higher than 79% of other candidates. (Above Average Performance)

Description Mathematical and Logical Reasoning measures the degree to which the individual is likely to reason logically and to understand and solve basic mathematical problems. While research has shown mathematical and logical reasoning ability is important for most, if not all, jobs, this ability is especially important for jobs requiring analytical thinking and problem solving.

This individual's mathematical and logical reasoning score suggests that he/she is likely to reason logically and has the ability to understand and solve mathematical problems. Most people in the study sample scored lower on math/logic reasoning than this individual.

Verbal Reasoning

Score Percentile: 91. This candidate scored higher than 91% of other candidates. (High Performance)

Description Verbal Reasoning measures the degree to which the individual is likely to understand logical relationships among words, including word comprehension and association. While research has shown that verbal reasoning ability is important for most, if not all, jobs, this ability is especially important for jobs requiring quick and fluid thinking with respect to verbal or written communications.

This individual's verbal-reasoning score was superior to that of most other people in the study sample. This score suggests this individual is likely to understand logical relationships among words, including word comprehension and association. This is definitely an area of strength for this individual.