

SELECTIVEHIRING

Cognitive Assessment Sections:

Analyzing
20 Questions

Analyzing measures the degree to which an applicant can efficiently and accurately refer to information presented in the form of a table and answer questions related to that table. This characteristic is appropriate for jobs that require looking up information on computer screens, spreadsheets, or charts. Most clerical jobs and many upper-level jobs require some degree of this ability.

Attention to Detail
20 Questions

Attention to Detail measures the degree to which an applicant can efficiently and accurately compare two strings of letters and/or numbers. This ability is important for most clerical jobs. It is also appropriate for jobs that require proofing tasks.

Cognitive Aptitude
Math Skills- 20 Questions
Reasoning- 20 Questions

Cognitive Aptitude is a general indicator of the applicant's ability to think efficiently and solve problems. It is also a valid predictor of an applicant's training potential. This assessment is appropriate for all jobs where training, problem solving, and overall thinking skills are important for job success.

Filing
40 Questions

Filing measures the applicant's ability to efficiently and accurately file words and documents alphabetically. Most clerical jobs require some degree of this ability.

Language and Grammar Skills
20 Questions

Language and Grammar Skills measures the degree to which an applicant can efficiently and accurately identify errors in word usage, punctuation, spelling, and capitalization. This ability is important for most clerical positions, particularly positions that require writing and/or proofing skills.

Light Industrial Assembly
15 Questions

Light Industrial Assembly measures the degree to which the applicant can look at a diagram depicting various disassembled parts and then mentally assemble them to match an already assembled object. This ability is important for jobs that require reading and understanding assembly diagrams and jobs that require spatial recognition.

Light Industrial Math

20 Questions

Light Industrial Math measures the degree to which an individual has the ability to learn quickly, solve problems, and understand basic mathematical concepts. This ability is appropriate for most, if not all, light industrial jobs.

Math Skills

20 Questions

Math Skills measures a basic understanding of mathematical computations and concepts such as making change, calculating percentages, applying discounts, basic addition, subtraction, division, and multiplication. The ability to solve these types of problems has also been related to the speed of learning and general problem solving skills. This assessment is appropriate for job that require knowledge of basic math functions, such as cashiers, tellers, basic accounting, and payroll.

Reasoning

20 Questions

Reasoning measures the degree to which an applicant has the ability to learn quickly, problem solve, and understand basic mathematical concepts. This ability is appropriate for most, if not all, jobs.