# EXEMPLAR COGNITIVE REASONING ASSESSMENT

| Name | Date | Job Position | Target Score Range |
|---|---|---|---|
| Johnathan Michael Smith | 4/19/2016 | Sample Job Position | **60-69** |

## COGNITIVE ASSESSMENT

All test results should remain strictly confidential

| | *PERCENTILE RANGE* | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 0-9 | 10-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60-69 | 70-79 | 80-89 | 90-100 |
| General Reasoning | | | | | | | | X | | |

## EXPLANATION OF COGNITIVE REASONING SCORES

Name___ scored **above "Target Range" in the green.**

Name... will have the cognitive capacity to learn faster, operate with less supervision and handle more technical tasks than others in the same position.

The Cognitive Reasoning Assessment test was designed to measure an employee's work-related cognitive capacity. It was constructed so that everyone can correctly solve all the test questions if they are given enough time.

It measures what psychologists refer to as your fluid and crystallized intelligence. The theory suggests that people's intelligence is composed of a number of different abilities that interact and work together to produce overall individual intelligence.

The Cognitive Reasoning Assessment combines 1 verbal reasoning, 2 numerical reasoning, 3 spatial reasoning, 4 logic, 5 math skills, and 6 basic knowledge. Based on several types of mental processes it is designed to give a single measure of mental ability in a Percentile Range.

## IN GENERAL TERMS:

**High Scorers** (70-100 percentile): High Scorers are quick to pick-up new information, are alert to new ideas that might be applied to their jobs, are capable of grasping difficult concepts on their own, handle a large amount of information, deal with various forms of complexity in a job with ease and are able to assess relevant factors in ambiguous situations to come up with logical, insightful decisions.

**Low Scorers** (0-29 percentile): Low Scorers need structured learning experiences to consume new information. They need rules and procedures to guide their decision making on the job. Preferring jobs with narrow assignments and responsibilities, low scorers do not cope well with complexity or a high volume of information.