

THE PREDICTIVE INDEX

Predict natural learning ability.

Leverage one of the strongest performance indicators in hiring.



The **PI Cognitive Assessment™** measures an individual's general cognitive ability in 12 minutes (extended time is available when necessary) and serves as a critical assessment tool in recruitment and talent management processes.

A candidate's assessment score is an indication of their ability to absorb and process complex information, and their capacity to deal with the cognitive demands of a given position. Determine an individual's ability to catch on quick, figure things out on their own, and to meet or exceed performance expectations.

Match to a cognitive target

When using the **PI Cognitive Assessment**, companies should not necessarily look at whether a score is high or low - what matters is if the candidate's score matches the cognitive demands of the job. To determine the cognitive demands for a job, set a target score with the **PI Job Assessment** or another standard-setting method. A match score then evaluates how well a candidate's cognitive ability matches the demands of the role.

EXAMPLE COGNITIVE SCORE



When combined with the PI Behavioral Assessment and a structured interview, the Cognitive Assessment yields **58% predictability** of on the job performance.

How does the assessment work?

The Cognitive Assessment consists of 50 multiple-choice questions from three cognitive ability categories (Verbal, Numerical, and Abstract Reasoning) and nine subcategories. Results from the three categories represents the cognitive score, which is a measure of general cognitive ability.