

# **Cognitive Ability Test/Reasoning Overview**

VERSION 2 | Date 21/08/2023

## Abstract Logical Reasoning (11 minutes)

Abstract Logical Reasoning measures an individual's ability to group relevant factors for problem solving.

It reflects the person's ability to understand how different phenomena relate to each other, classify different concepts, and connect different concepts to understand "the big picture".

Typically, it correlates with tasks like:

- Planning
- Organising
- Delegating
- Creating systems
- Data analysis
- Customer analytics
- Policy and Administration

## Understanding Logical Processes (20 minutes)

Understanding Logical Processes measures an individual's ability to identify the root causes of a problem, narrow down possibilities and understand cause-effect relationships.

It reflects the person's ability to understand how the information available influences the future and what the consequences of the present information could be. It also measures how systematic the person's thinking process is.

Typically, it correlates with tasks like:

- Problem Solving
- Negotiating
- Handling Objections
- Business Judgement
- Researching
- Predicting or influencing behaviour

## Spatial Reasoning (7 minutes)

Spatial Reasoning measures an individual's ability to map out multiple process flows simultaneously and comprehend visual entities and the components they consist of.

It reflects the person's ability to manage the information collected by visual perception and it correlates with process management.

Typically, it correlates with tasks like:

- Process management
- Interior design
- Visual design
- Research
- Organisation restructuring

## Understanding Social Context (11 minutes)

Understanding Social Context measures an individual's general sensitivity to observed social phenomena, their ability to sense conflict and understand how interpersonal relationships influence a situation.

It correlates with skills needed in jobs that require social understanding and an ability to adapt one's response according to the way social interactions develop.

Typically, it correlates with tasks like:

- Managing human relations
- Selling
- Motivating
- Counselling

### Numerical Reasoning (9 minutes)

Numerical Reasoning measures an individual's ability to solve problems involving numerical justification, see trends in numbers, and understand numerical relationships.

It correlates with skills needed in jobs that require the ability to follow a logic presented by numbers.

Typically, it correlates with tasks like:

- Performance tracking
- Data analysis
- Stock taking
- 'Number crunching'
- Accounting
- Statistics

### Verbal Reasoning (17 minutes)

Verbal Reasoning measures an individual's ability to evaluate and construct logical arguments, evaluate complex verbal information, and understand and interpret written or oral information accurately.

It also measures the ability to deduce consequences from a text, to draw logical conclusions, and recall, compare and recognise stored visual information in order to serve a task.

Typically, it correlates with tasks like:

- Journalism
- Data collection and analysis
- TV Presenting
- Problem identification and solving
- Research

### Mathematic Logical Reasoning (10 minutes)

Mathematic Logical Reasoning measures an individual's ability to think about and solve quantitative problems comparatively, differentiate numbers in relative terms, apply mathematical logical reasoning to aid decision-making and distinguish between valid and invalid deductive arguments.

Typically, it correlates with tasks like:

- Research and analysis
- Analysis of data
- Change management

## Word Association (9 minutes)

Word Association measures an individual's ability to generate creative and useful ideas, connect concepts and create parallel links, and dismiss irrelevant and insignificant associations.

Word Association indicates an ability to identify relationships between items of information received and understand links between different concepts.

Typically, it correlates with tasks like:

- Journalism
- Marketing planning
- Politics
- Negotiating

## Visual Memory (13 minutes)

Visual Memory measures an individual's ability to remember and process relevant information, visualise and mentally store multiple visual objects like graphical images, and reduce distraction by maintaining focus on the important information.

It correlates with an ability to perform well in tasks requiring extensive working memory. It also correlates with a person's working memory capacity.

Typically, it correlates with tasks like:

- Planning details
- Architectural design
- Graphical planning
- Research