Reasoning Analysis Tests

Table of Contents

FS FinxS
ONLINE PLATFORM

ED Extended DISC
AUSTRALASIA

HR PROFILING
SOLUTIONS

What is a Reasoning Analysis

The FinxS Reasoning Analysis is a set of tests designed to measure an individual's reasoning skills.

There are a total of 9 tests.

Each test can be administered alone or in combination with any of the others. We recommend that no more than 4 or 5 maximum be given to a candidate to complete, as doing all 9 would take over 2 hours and be mentally draining. An organisation typically selects only those tests most relevant to the role or situation in question.

Results are presented as percentages of correct answers overall <u>and</u> of correct responses to attempted questions only. Using the percentages alone to make a decision is not recommended as it's only by comparing them to a wide benchmark population that we are able to see how the person compares against other people. The system can be set up to provide either an Australasian or Global benchmark in the report.

In the report, you will also receive information about the number of questions answered and the time spent answering.

Reasoning Skills

- Reasoning, or cognitive, skills are essential to many intellectual activities, such as critical thinking, problem-solving, creating and applying.

- Aptitude tests identify your potential to grasp new skills. They provide a structured and measured look at your thinking skills as an individual. They also measure your natural ability to perform tasks where no prior specialist knowledge, training or experience is needed. In summary, they examine problem solving, learning on the fly and agility to change.

When to use a Reasoning Analysis

FinxS Reasoning Analysis is most often used in situations that necessitate measuring a person's future development potential.
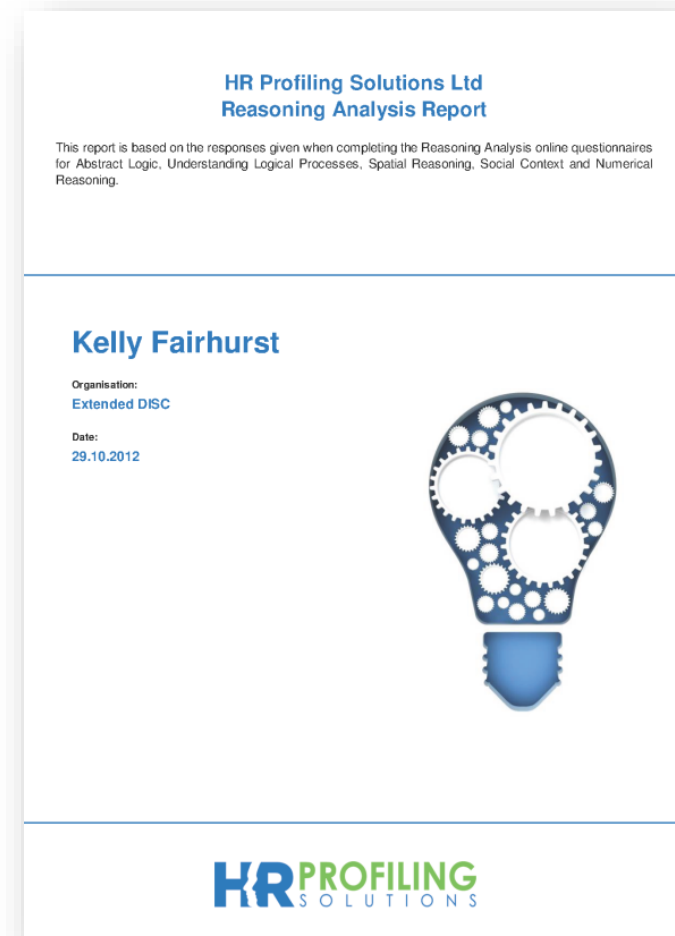
Typical applications include:

- Recruitment

- Internal transfers

- Development screening

Reasoning Analysis Tests

FinxS Reasoning is made up of 9 tests, each measuring a different aspect of a person's reasoning skills:

- Abstract Logical Reasoning

- Understanding Logical Processes

- Spatial Reasoning

- Understanding Social Context

- Numerical Reasoning

- Mathematic Logical Reasoning

- Word Association

- Visual Memory

- Verbal Reasoning

HR Profiling Solutions Ltd
Reasoning Analysis Report

This report is based on the responses given when completing the Reasoning Analysis online questionnaires for Abstract Logic, Understanding Logical Processes, Spatial Reasoning, Social Context and Numerical Reasoning.

Kelly Fairhurst

Organisation:
Extended DISC

Date:
29.10.2012

Abstract Logical Reasoning

- Abstract Logical Reasoning measures the individual's ability to understand the interrelationship between different concepts and to combine them on a higher level under one concept.
- It reflects the person's ability to understand how different phenomena relate to each other. It also measures how well the person understands "the big picture" and the components it consists of.
- Abstract Logical Reasoning correlates with general learning skills and can be relatively easy to develop.

Typically, it correlates with tasks like:

Planning

Organising

Delegating

Creating systems

Data analysis

A high score indicates an ability to:

See trends and identify deviations.

A low score may result in:

Difficulties distinguishing important facts from non-important ones.

Attention being paid to unnecessary details.

Instructions:
The following is an analytical test. The mutual relationships between entities are illustrated with circles in differing positions to each other.

This example illustrates how trees, birds and pets relate to each other. The category trees is represented by its own circle apart from the other two circles, because trees are neither birds nor pets. Birds and pets intersect because some birds are pets and some pets are birds. For example, canaries and parrots would be in this area.
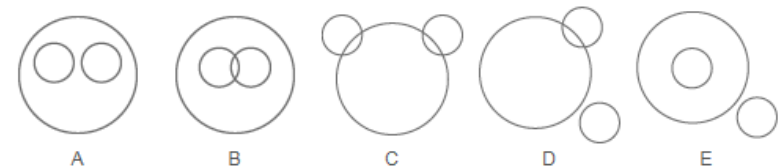
The test will consist of 30 questions. With each question you will see a group of three words, representing some category of objects, matters or living beings.

You are asked to explain the mutual relationship between these categories by choosing the appropriate circle diagram from the five alternatives presented to you. When you have made your choice, indicate the answer by selecting the correct choice: A, B, C, D or E.

Practice:
Here is an example question you can practice with.

Animals, cats, dogs

A   B   C   D   E

Begin

FS FinxS ONLINE PLATFORM

ED Extended DISC AUSTRALASIA

HR PROFILING SOLUTIONS

Understanding Logical Processes

- Understanding Logical Processes measures the individual's ability to 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 measures how systematic the person's thinking process is.
- Understanding Logical Processes correlates with general learning skills; however, this can take a while to develop.

Typically, it correlates with tasks like:

Problem solving

Business negotiations

Predicting/Influencing behaviour

Negotiating

Researching

A high score indicates an ability to:

Solve new and complex problems.

Identify underlying reasons for conflicts and misunderstandings.

A low score may result in:

Relying on old solutions to solve new problems.

Drawing incorrect conclusions based on received information.

Instructions:

You will see a list of facts and related questions. Your task is to determine correct answers to the questions for relevant six problems, based on given facts. Choose the correct answer from the options given next to the corresponding question.

Practice:

Here is an example question you can practice with.

It is known that...

X is of different sex than Y;

If Z is male, Y is female and vice versa;

X is female.

Questions:

Which sex is Z?

Which sex is Y?

Begin

Spatial Reasoning

- Spatial Reasoning measures the individual's ability to comprehend visual entities and the components they consist of.

- It reflects the person's ability to manage the information collected by visual perception.

- Visual Reasoning skills are often connected to the skills required by architects and visual designers.

- **Typically, it correlates with tasks like:**

    - Architecture

    - Design

    - Pharmacy

    - Art

    - Engineering

A high score indicates an ability to:

- Understand how individual processes relate to each other.

- Participate in multiple simultaneous processes.
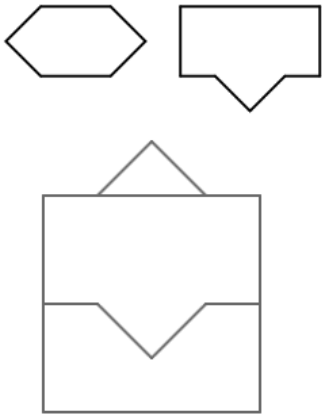
A low score may result in:

- An inability to visualise with the mind's eye.

- Limited imagination.

Instructions:
In the following test you are asked to recognize two simple geometrical figures embedded in more complex figures. You will see twenty complex figures. Each of them hides one of the two simple figures. Your task is to recognize one of the simple figures within the complex figures as quickly as possible. After you have recognized the simple figure, redraw it on the complex figure by clicking each segment of the line of that figure with your mouse (as shown in the animation below).
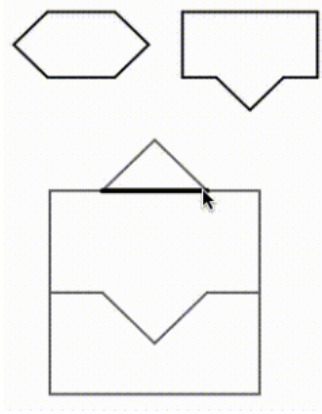
Each complex figure contains only one simple figure. The simple figures are always in the same position as in the model, that is, they are not rotated.

Here is an example question you can practice with.

Practice: Animation:

Begin

Understanding Social Context

- Understanding Social Context measures the individual's general sensitivity to observed social phenomena.

- It reflects the person's ability to sense conflict situations and to reason 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 to how social interactions develop.

Typically, it correlates with tasks like:

- Managing human relations

- Selling

- Motivating

- Counselling

A high score indicates an ability to:

- Read between the lines.

- Anticipate people's reactions.

A low score may result in:

- More direct behavior in conflict situations.

- Defensive behaviour.

Instructions:
In the following test you will see twenty series of four pictures, which are in random order. Rearrange the pictures so that each series of four pictures tells a logical and amusing story. When you have determined the correct sequence, move the images in correct order.

Practice:
Here is an example question you can practice with.

Begin

Numerical Reasoning

- Numerical Reasoning measures the individual's ability to perceive the relationships between numerical information.

- It correlates with skills needed in jobs requiring an ability to follow a logic presented by numbers.

Typically, it correlates with tasks like:

- Analysing data

- Processing statistics

- Accounting

A high score indicates an ability to:

- Analyse statistical trends.

- Estimate future trends.

A low score may result in:

- An inability to concentrate on details.

- An inability to interpret numerical information.

Instructions:
In the following test you will see 42 series of 6 numbers. Your task is to determine the next two numbers in the series.

Practice:
Here is an example question you can practice with.

1	2	3	4	5	6	☐	☐
9	8	7	6	5	4	☐	☐
1	1	2	2	3	3	☐	☐

Begin

Verbal Reasoning

- Verbal Reasoning measures the person's ability to understand written information, conceptualise it and find causal relationships. It relates to the person's ability to identify the essential information and understand how it relates to the problem being solved.

- It correlates with tasks where word meaning and interpretation are important.

Typically, it correlates with tasks like:

- Journalism

- Data collection and analysis

- Problem identification and solving

- Research

A high score indicates an ability to:

- Comprehend and interpret verbal information.

- Recognise strong and weak arguments and find counter arguments.

- Work with written information to solve problems.

- Draw conclusions.

A low score may result in:

- Difficulty in fully understanding written text.

- An inability to distinguish essential information from non-essential.

- Difficulty drawing conclusions based on information given.

Instructions:
Read the below text first. The text is followed by either a statement or question. Choose the correct choice from the list of choices.

Paradoxically, in order to understand others, we must first have a good knowledge of ourselves. We often do not have this self-knowledge, or the opportunity to develop it. In organizations, status and power barriers prevent people from expressing their true feelings about each other. There are also cultural constraints which inhibit the public expression of emotions. Even when information about our attitudes, values and behavior is available in some form, psychological defense mechanisms may interfere with our ability to use it effectively.

Managers in organizations do not always get true feedback from their subordinates.

○ True

○ False

○ Not possible to know

Begin

Mathematic Logical Reasoning

- Mathematic Logical Reasoning measures the ability to understand logical applications of mathematics, evaluate arguments and detect false reasoning. It is the ability to apply mathematics, logic, and/or statistics to help make decisions.

- It correlates with the ability to set up logical connections between everyday phenomena and abstract systems.

- It is the ability to distinguish between a valid and invalid deductive argument and to prove invalidity by providing a counter example.

Typically, it correlates with tasks like:

- Research

- Analysis of data

A high score indicates an ability to:

- Use and criticise numerically based arguments.

- Understand, interpret and criticise statistical results.

A low score may result in:

- Superficiality in decision making.

- Actions based on wrong conclusions.

Instructions:
In the following test, you will see statements that are eitehr true or false. Please read the statement and answer the question below it.

A building with 14 stories is higher than the combination of a 4 story one and another building that is twice as high

○ True

○ False

Begin

Word Association

- Word Association measures the ability to understand relationships between different concepts.
- It relates to the ability to classify information, combine data that relates to each other and understand differences between concepts.
- It correlates with creative performance and the ability to produce completely new solutions to old problems.

Typically, it correlates with tasks like:

- Journalism

- Marketing planning

- Politics

- Negotiation

A high score indicates an ability to:

- Identify relationships between items of information received.

- Understand links between different concepts.

- Draw logical conclusions.

A low score may result in:

- An inability to understand logical entities.

- An inability to understand causal relationships.

Instructions:
The following tests consists of 16 questions. Each question has a word pair with the words having a relatinoship with each other. Your task is to select of the four choices the one that has a word pair with similar relationship as the one in the question.

Boat, sail

○ Canoe, paddle

○ Bicycle, car

○ Carpet, table

○ Leg, shoe

Begin

Visual Memory

- Visual memory measures the ability to visualise and mentally store multiple visual objects, like graphical images.

- It measures how quickly a person can identify small differences in seemingly similar images.

- It correlates with the ability to perform well in tasks requiring extensive working memory.

- It also correlates with the person's working memory capacity.

Typically, it correlates with tasks like:

- Planning details

- Architectural design

- Graphical planning

- Research

A high score indicates an ability to:

- Pay attention to important details.

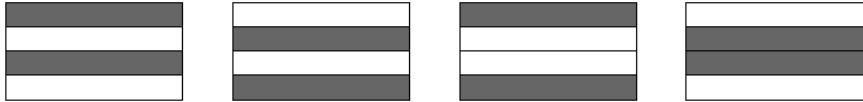- Keep track of multiple instructions at the same time.
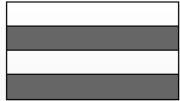
A low score may result in:

- An inability to conceptualise and memorise details.

- An inability to distinguish important information from non-important.

- Difficulty mastering a large amount of details.

Instructions:
You will be shown four graphical images for a period of 10 seconds. Try to memory them as you will later be shown one more image and asked if it is one of the first four that you saw.

Practice part 1

You have 10 seconds. Try to memorize the images.

Show again

Is the image above the same as any of the images you saw before?

○ Yes
○ No

FS FinxS
ONLINE PLATFORM

ED Extended DISC
AUSTRALASIA

KR PROFILING
SOLUTIONS