

THE PREDICTIVE INDEX

Predict natural learning ability.

Leverage one of the strongest performance indicators in hiring.



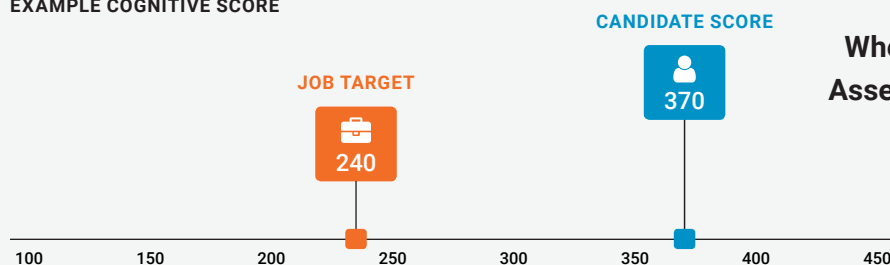
The **PI Cognitive Assessment™** measures an individual's general cognitive ability in 12 minutes (extended time is available when necessary) and serves as a critical assessment tool in recruitment and talent management processes.

Candidates' assessment scores indicate their ability to absorb and process complex information, as well as 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 his or her 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.