

Score Report Guide



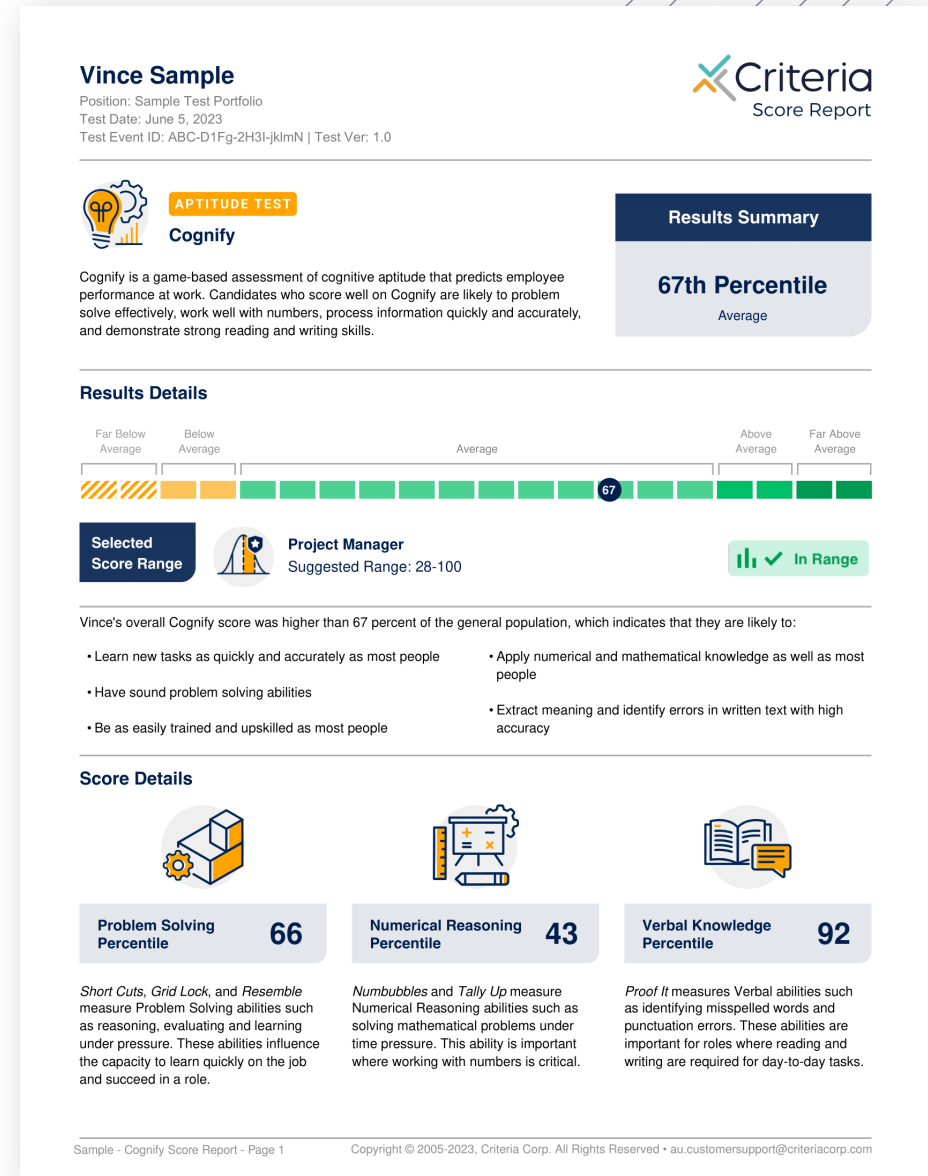
Cognify

Cognitive Aptitude Assessment

AT A GLANCE

Cognify

- **Cognify** is a game-based assessment of cognitive ability that measures a candidate's problem-solving ability, critical thinking, and reasoning.
- **Cognitive** ability is one of the best predictors of job performance because it measures how quickly a person can learn, organize, and apply new information.
- **Cognify** consists of 6 mini-games and is 20 minutes in length + tutorials. It can be taken anywhere and on any device (including a phone). The six mini-games are:
 - **Short Cuts, Grid Lock and Resemble:** which measure problem solving
 - **Numbubbles and Tally Up:** which measure numerical reasoning
 - **Proof It:** which measures verbal knowledge



Candidate Information and Results Summary

1

Vince Sample

Position: Sample Test Portfolio

Test Date: June 5, 2023

Test Event ID: ABC-D1Fg-2H3l-jklmN | Test Ver: 1.0

3



APTITUDE TEST

Cognify

Cognify is a game-based assessment of cognitive aptitude that predicts employee performance at work. Candidates who score well on Cognify are likely to problem solve effectively, work well with numbers, process information quickly and accurately, and demonstrate strong reading and writing skills.

2

Results Summary

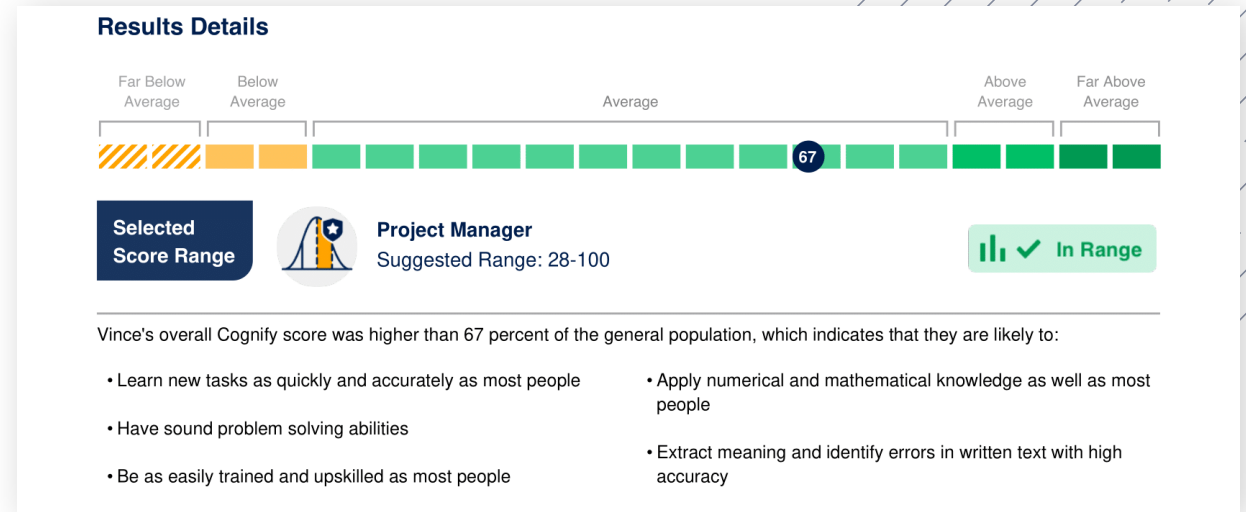
67th Percentile

Average

1. The top of the first page of every **Cognify** score report displays the candidate's information, including the candidate's name, position applied for, the date the candidate took the assessment, and the Test Event ID.
2. The Results Summary provides the applicant's Percentile ranking compared to our global norming group.
3. The Test Event ID is given to candidates at the beginning of their assessment and is used if they encounter any issues during the test. They simply return to <https://au.ondemandassessment.com>, enter their Event ID, and then they can continue their assessment from where they left off.

Results Details

- Below the Results Summary, you will see the population distribution for Cognify to give you an idea of where that candidate scored relative to others. The majority of scores group near the middle of the distribution, and less common scores fall in the higher and lower ends of the scale.
- If you've created a custom score range, that range will appear below the population distribution. To the right of that information you will see an icon indicating whether your candidate's score fell inside the range you've set.
- Below this information, you'll also receive a few insights into what areas the candidate is likely to excel in or areas that may be potentially challenging.



Score Details

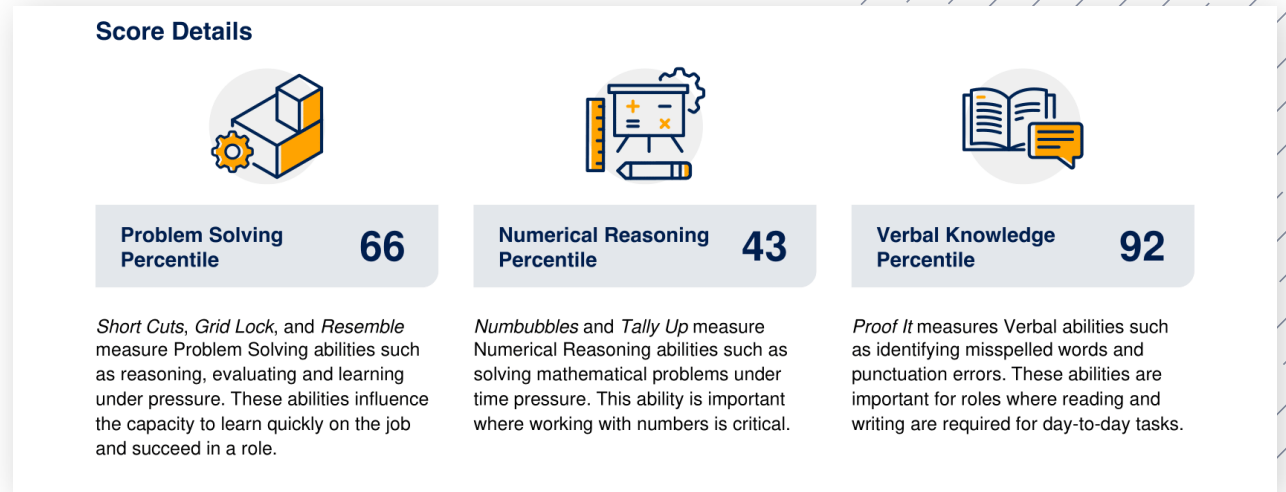
At the bottom of the score report, you will see a breakout of the sub scores for problem solving, numerical reasoning, and verbal knowledge.

Although these sub scores provide helpful information, the most important score is still the overall percentile, as the overall score is the best predictor of future job success. The sub scores are:

Problem Solving – indicates a candidate's ability to solve new problems without prior knowledge. This includes the ability to learn quickly, work under time pressure, think critically, and adapt to change.

Numerical Reasoning – indicates how well a candidate comprehends quantitative and numerical concepts. This includes the ability to solve mathematical problems under time pressure, focus, and switch between tasks.

Verbal Knowledge – measures a candidate's breadth of knowledge and ability regarding written language. More specifically, this includes their ability to demonstrate strong reading and writing skills, attention to detail under time pressure, ability to extract meaning from text, and work efficiently (i.e., speed and accuracy).



General Guide for Interpreting Percentile Rank

PEOPLE WHO SCORE IN THE BOTTOM RANGE:	PEOPLE WHO SCORE IN THE MIDDLE RANGE:	PEOPLE WHO SCORE IN THE TOP RANGE:
May take time to understand and learn new tasks	May understand and learn new tasks and concepts as well as most people	Pick up new tasks and concepts more easily than most
Rely on past experience to deal with new or complex situations	Have a moderate ability to apply both old and new knowledge to complex or novel situations	Are highly likely to apply both old and new knowledge to complex or novel situations
Are less likely to learn quickly and carry out tasks under time pressure	May learn reasonably quickly and can feel relatively comfortable carrying out tasks under time pressure	Have a high likelihood of learning quickly and carrying out tasks under time pressure
May need extra support to meet role requirements	Have the ability to perform as well as most people in a particular role	Have superior problem-solving abilities and are likely to think on their feet effectively
BELOW AVERAGE (0-19%)	AVERAGE (20-79%)	ABOVE AVERAGE (80-100%)

For Further Information

If you have any questions or would like more information about a particular score report, please contact our support team at au.customersupport@criteriacorp.com

