



## CRITERIA COGNITIVE APTITUDE TEST

A general cognitive aptitude test.


**Measures:**


Critical thinking

Problem solving skills

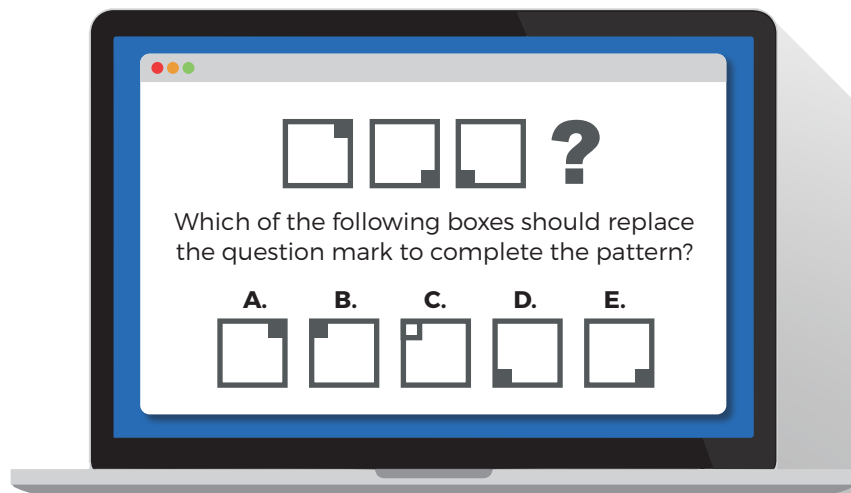
Learning ability

Aptitude for applying new information

 **Questions:** 50 items

 **Timed Test:** 15 minutes

The CCAT measures cognitive aptitude, one of the best predictors of job success. The test evaluates many of the critical factors that contribute to on-the-job performance: critical thinking, problem solving ability, attention to detail, and the ability to learn and apply new information. The CCAT is one of our most popular aptitude tests and is commonly used to test for a broad range of mid- to high-level positions.



Answer: B

### Lisa Sample

Position: Operations Manager  
Test Date: Jan 19, 2016  
Test Event ID: CRI-3666-UXHY

#### Criteria Cognitive Aptitude Test

The CCAT measures cognitive aptitude, or general intelligence. This test provides an indication of a subject's ability to solve problems, digest and apply information, learn new skills, and think critically. Cognitive aptitude is one of the most accurate job predictors of job success for any position.

#### Results Summary

**24**

RAW SCORE

**50**

PERCENTILE

#### Results Details

Lisa Sample achieved an overall score of 24, which means Lisa answered 24 questions correctly. This corresponds to a percentile rank of 50, meaning Lisa scored better than 50% of the people who have taken this test. Below are details of how Lisa performed in specific sub categories.



SPATIAL REASONING  
PERCENTILE

Ability to visualize, make spatial judgements, and problem solve; correlated to general intelligence.

**70**



VERBAL ABILITY  
PERCENTILE

Reasoning and comprehension of words, constructive thinking, and attention to detail.

**50**



MATH & LOGIC  
PERCENTILE

Ability to reason using numbers and numerical concepts. Also measures logic and analytical thinking.

**24**

Raw Score

24

## SCORE REPORT DATA THAT HELPS YOU HIRE

Each report provides powerful information in an intuitive and easily understandable format.

What you'll find:

- 1 **RAW SCORE:** questions answered correctly
- 2 **PERCENTILE:** a performance metric indicating performance relative to others
- 3 **SUB-SCORES:** Spatial Reasoning, Verbal Ability, and Math & Logic
- 4 **SCORE RANGES:** recommended by position

Results are instant – view your candidates' score reports as soon as they finish the assessment.

Research shows that cognitive aptitude is one of the most accurate predictors of job success:

**2×** MORE THAN INTERVIEWS

**3×** MORE THAN EXPERIENCE

**4×** MORE THAN EDUCATION



### Aptitude as a Predictor of Performance



Research shows that aptitude is one of the most accurate predictors of job success: twice as predictive as job interviews, three times as predictive as experience, and four times as predictive as education level.

### Scientifically Validated



The CCAT has been extensively validated, demonstrating that the test is highly predictive of job performance for a wide variety of jobs. It is an especially effective predictor of performance for jobs that require enhanced abilities in the areas of problem solving, learning, critical thinking, and verbal and mathematical reasoning.

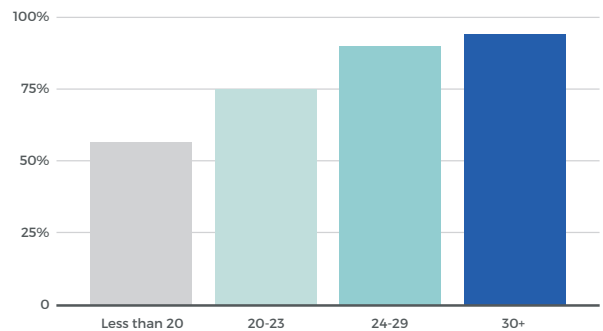
## TOP CCAT POSITIONS



### CASE STUDY

A technology call center used the CCAT to predict training completion rates. They found that using a CCAT cutoff score would reduce the number of people who didn't make it through training by 50%.

TRAINING COMPLETION RATE BY CCAT SCORE



Six months after hiring, employees who passed the CCAT were also much more likely to still be at the company (74% compared to 51%).

RETENTION RATE BY CCAT SCORE

