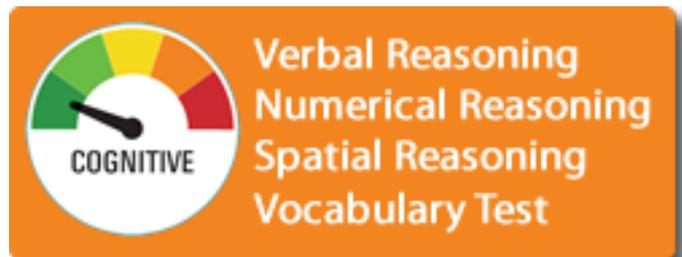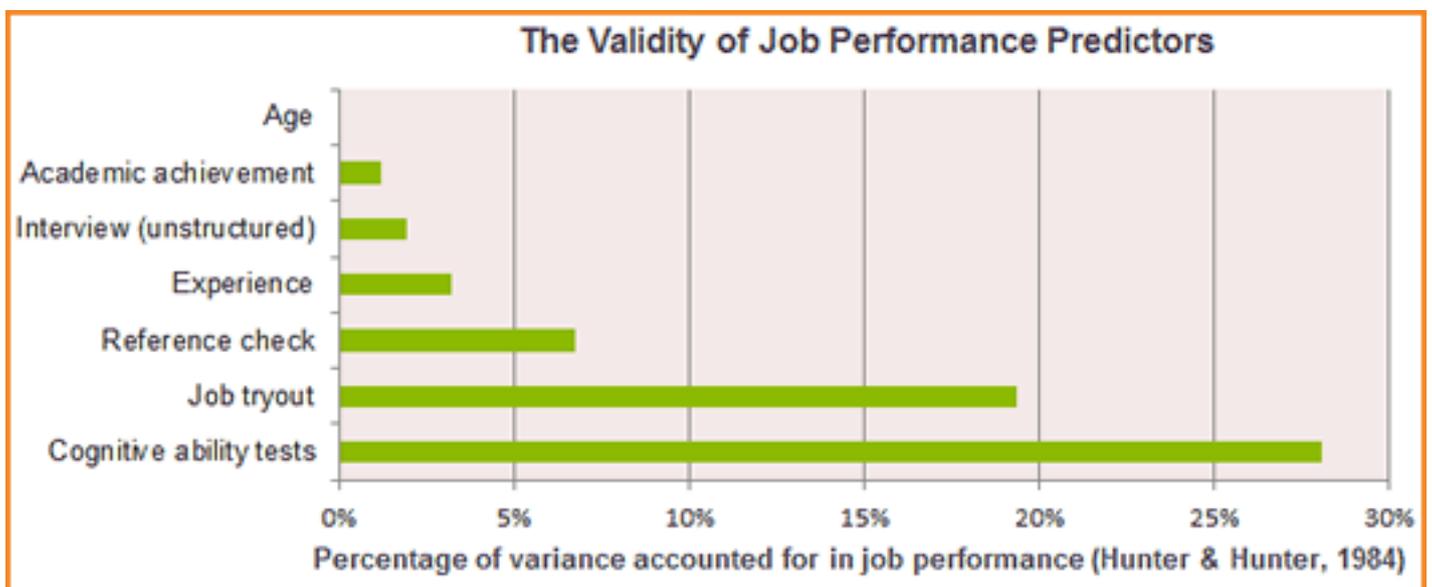## The PeopleClues Assessments

PeopleClues is an award winning & industry recognised range of online pre-employment tests and assessments to help Recruiters, Hiring Managers and HR Professionals identify future talent, look beyond the CV and objectively improve their recruitment effectiveness. The PeopleClues Advanced Cognitive Ability Test range includes:

- Advanced Numerical Reasoning Test
- Advanced Verbal Reasoning Test
- Advanced Spatial Reasoning Test
- Advanced Vocabulary Test

COGNITIVE

Verbal Reasoning
Numerical Reasoning
Spatial Reasoning
Vocabulary Test

10 Minutes
Per Assessment
Online Timed Test

The PeopleClues Advanced Cognitive Ability Test Range

Research confirms what you probably already knew - the best predictor for job performance is cognitive ability. Cognitive ability is one of the two most frequently cited factors that impact job performance (the other is Conscientiousness, measured by the PeopleClues Personality Assessment).

Cognitive ability is a very general intellectual capacity that involves the ability to reason, solve problems, think abstractly, understand complex ideas, learn quickly, especially from experience, and use that learning in practical situations.

Cognitive ability is not just book learning, or a narrow set of academic skills, or the ability to do well on assessments. Rather, intelligence refers to a deeper and broader set of skills for comprehending our environment and how it works. Simply put, cognitive ability involves the degree to which a person can "catch on", "make sense of things", and "figure out what needs to be done."

Essential

...if the candidate needs to be good with numbers and figures for success in the role.

The PeopleClues Advanced Numerical Reasoning Test

Numerical Reasoning involves doing calculations, solving arithmetic problems, using logic, and using numbers to solve problems. A high level of numerical ability is necessary for success in any job that routinely involves using numbers as tools, including accountancy, mechanical technician, and obviously the STEM occupations (Science, Technology, Engineering, and Mathematical).

Test Summary

Measures	A participant's numerical reasoning ability.
Predicts	The ability to quickly and accurately solve number related problems.
Questions	25 advanced numerical reasoning item test
Time	10 minutes, timed test (Online)

Critical

...if the candidate needs to be good with comprehending, articualting ideas and developing strategy for success in the role.

The PeopleClues Advanced Verbal Reasoning Test

Verbal Reasoning involves the ability to understand, use and manipulate language. Verbal Reasoning is a measure of verbal problem solving, a characteristic that can be critical for success in jobs that require writing, reading, teaching and rapid comprehension and articulation of ideas and developing strategy via the written word.

Test Summary

Measures	A participant's verbal reasoning ability.
Predicts	The ability to quickly and accurately solve language related problems.
Questions	25 advanced verbal reasoning item test
Time	10 minutes, timed test (Online)

Imperative

...if the candidate needs to be good with solving object or pattern related problems for success in the role.

The PeopleClues Advanced Spatial Reasoning Test

Spatial reasoning involves the ability to transform the orientation of objects and the ability to imagine the consequences of taking a new visual perspective. Spatial reasoning is related to success in many jobs and specifically the so-called STEM (Science, Technology, Engineering, and Mathematical) occupations.

Test Summary

Measures	A participant's spatial reasoning ability.
Predicts	The ability to quickly and accurately solve object or pattern related problems.
Questions	25 advanced spatial reasoning item test
Time	10 minutes, timed test (Online)

PeopleClues®
Hire thinking.

Advanced Vocabulary Test

Crucial

...if the candidate needs to understand and communicate complex language for success in the role.

The PeopleClues Advanced Vocabulary Test

Vocabulary, the knowledge of the meaning of words is a characteristic that can be critical for success in jobs that require the rapid comprehension and articulation of words, for communicating ideas to others, and for understanding complex verbiage.

Test Summary

Measures	A participant's range of vocabulary.
Predicts	The knowledge of the meaning of words and language in communication.
Questions	25 advanced spatial reasoning item test
Time	10 minutes, timed test (Online)