

**CQ**

# Cognitive Quotient



## **EMPLOYER REPORT** For Hiring, Training & Coaching

**Kelly Sample**

June 20, 2017

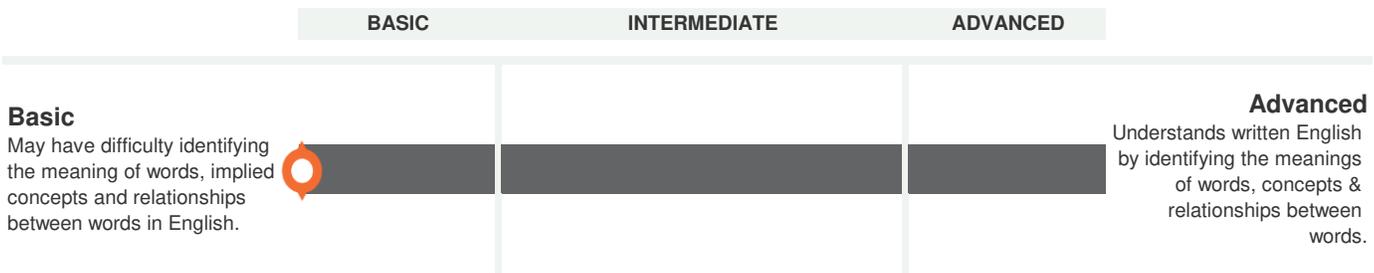
### Introduction to Cognitive Quotient (CQ)

- This report is a summary of strengths and areas for coaching and development based on responses to the items in the assessment.
- The report is focused around three main dimensions addressing different aspects of cognitive ability.
- The results in this report are based on research conducted with samples of working adults and can be expected to represent some of the participant's work-relevant characteristics.

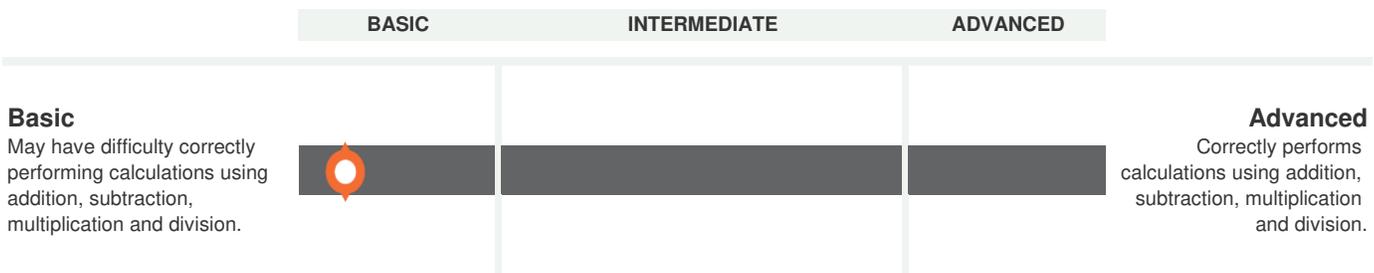
### Kelly Sample's overall scores:

<b>CQ Score:</b>	<b>LANGUAGE</b>	<b>NUMERICAL</b>	<b>SPATIAL</b>
<b>7</b> <ul style="list-style-type: none"> <li>• Scores range from 0 to 100</li> <li>• Low scores indicate basic abilities</li> <li>• High scores indicate advanced abilities</li> </ul>	<b>Basic</b>	<b>Basic</b>	<b>Basic</b>

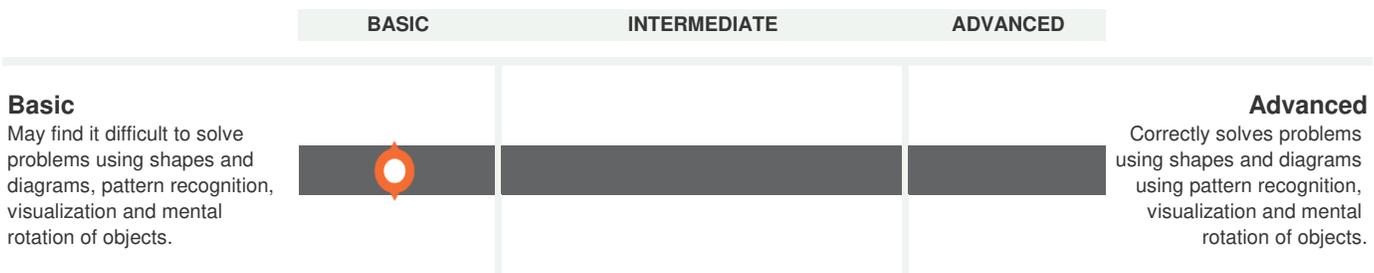
### LANGUAGE COMPREHENSION



### NUMERICAL SKILLS



### SPATIAL SKILLS



**Marker:** Represents this person's results. The average results of working adults is at the middle point of each dimension.

**Disclaimer:** The results in this report are based on research conducted with samples of working adults and can be expected to represent some of the participant's work-relevant characteristics. It is important to remember, however, that these results should not be used as the sole factor for a pass/fail when making a hiring decision and should always be considered in the context of all available information about the participant's fit to a specific role and work environment.

## LANGUAGE COMPREHENSION



### Kelly Sample scored in the Basic Range with a score of 2.

This scale measures a person’s ability to understand written English by identifying the meanings of words and the relationships between words. Low scoring individuals may find it difficult to understand written words and concepts.

#### Tips for managing & training Kelly Sample:

- May need others to explain complicated words or written material
- May find it difficult to communicate a detailed message in writing
- Would benefit from ongoing coaching and assistance when working with written material such as detailed instructions

#### Suggested Interview Questions to probe "Fit"

- Tell me about a recent time when you had to read and follow instructions to complete a task by yourself. What was the situation and how did you handle it?
- Tell me about a time when there was something in writing that you found difficult to read and understand. Describe the situation in detail.

## NUMERICAL SKILLS



### Kelly Sample scored in the Basic Range with a score of 7.

This scale measures a person’s ability to correctly perform calculations using addition, subtraction, multiplication and division. Low scoring individuals may have difficulty making correct calculations on the job.

#### Tips for managing & training Kelly Sample:

- May need assistance making numerical calculations
- May avoid or abandon solving complex numerical problems without help
- Would benefit from extra training and coaching on making numerical calculations

#### Suggested Interview Questions to probe "Fit"

- Tell me about a work task you completed where you had to keep track of numbers. What was the task, how did you do it and how did it end up?
- Tell me about a situation where you had to do calculations to complete a task at work. What was the situation, what did you do and what was the result?

## SPATIAL SKILLS



### Kelly Sample scored in the Basic Range with a score of 13.

This scale measures a person’s ability to solve problems by recognizing patterns of shapes and visualizing how to manipulate objects. Low scoring individuals may find it difficult to correctly solve problems involving physical objects or shapes.

#### Tips for managing & training Kelly Sample:

- May need assistance solving problems requiring visualizing shapes
- May need assistance to understand diagrams
- Would benefit from extra coaching and training on solving mechanical problems

#### Suggested Interview Questions to probe "Fit"

- Give me an example of a task where you had to follow a complicated flowchart. What was the situation, what did you do, and what were the results?
- Tell me about a recent time when you had to assemble or fix something. What was the task and how did you complete it?

# Products

**CORE PRODUCT:** TalentClick's **AVP (Attitude-Values-Personality)** employee assessment solution provides actionable business intelligence. Each report contains tailored behavioral interview questions and performance management recommendations. Buy 1 unit and get any of these reports from one participant survey.



**Safety Quotient™ (SQ)** helps identify the high-risk personality traits (impulsiveness, distractibility, rule-resistance, irritability, etc.) that lead to human error and preventable incidents.



**Driver Safety Quotient™ (DSQ)** helps companies understand a driver's likelihood of crashes, near misses, traffic violations, property damage, and more. The DSQ™ helps ensure a safer roadway for everyone.



**Workstyle & Performance Profile (WPP)** reveals each participant's workstyle, strengths, and areas for improvement. The WPP results can be used for hiring, training, and performance management.



**Work Values & Attitude (WVA)** assessment contains predictive analytics on integrity, responsibility, coachability, positive attitude, aggression, and open communication. The WVA report can help decrease employee absenteeism, turnover, theft, fraud, violence, and increase employee engagement, productivity, customer satisfaction, profitability, and more.

**ADD-ON PRODUCTS:** Purchase additional units for these separate products.



**Cognitive Quotient (CQ)** for testing spatial reasoning, language, and numerical problem-solving ability.



**English Proficiency (EP)** for testing ability to read procedures, manuals, invoices, signage, regulations, in English.



**eLearning** online *Safety Self-Awareness* courses



**Virtual eCoaching** ongoing *Self-Awareness* learning via electronic reminders

**PREMIUM PRODUCTS:** Contact us for details and pricing on our premium services.



**Leadership Profile**



**360 Degree Review**



**Culture Assessment**