

CQ

**Cognitive
Quotient**



EMPLOYER REPORT
For Hiring, Training & Coaching

Kelly Sample

June 26, 2018



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:

CQ Score:

98

- Scores range from 0 to 100
- Low scores indicate basic abilities
- High scores indicate advanced abilities

LANGUAGE

Advanced

NUMERICAL

Advanced

SPATIAL

Advanced

LANGUAGE COMPREHENSION

BASIC

INTERMEDIATE

ADVANCED

Basic

May have difficulty identifying the meaning of words, implied concepts and relationships between words in English.

Advanced

Understands written English by identifying the meanings of words, concepts & relationships between words.

NUMERICAL SKILLS

BASIC

INTERMEDIATE

ADVANCED

Basic

May have difficulty correctly performing calculations using addition, subtraction, multiplication and division.

Advanced

Correctly performs calculations using addition, subtraction, multiplication and division.

SPATIAL SKILLS

BASIC

INTERMEDIATE

ADVANCED

Basic

May find it difficult to solve problems using shapes and diagrams, pattern recognition, visualization and mental rotation of objects.

Advanced

Correctly solves problems using shapes and diagrams using pattern recognition, visualization and mental rotation of objects.



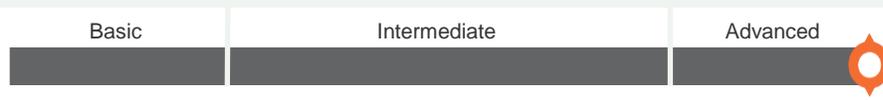
Marker:

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 Advanced Range with a score of 99.

This scale measures a person’s ability to understand written English by identifying the meanings of words and the relationships between words. High scoring individuals understand written words and concepts and have an advanced vocabulary.

Tips for managing & training Kelly Sample:

- Would be able to understand and make correct judgments from written information
- Would understand complicated written material
- Would be able to communicate an accurate message or get a specific point across in writing

Suggested Interview Questions to probe "Fit"

- Describe a time when there was a complicated document that you had to read and understand. What was the document and what did you do to understand it?
- Tell me about a time when you had to put something in writing to make sure that your message was understood. What was the situation and what did you do?

NUMERICAL SKILLS



Kelly Sample scored in the Advanced Range with a score of 98.

This scale measures a person’s ability to correctly perform calculations using addition, subtraction, multiplication and division. High scoring individuals would be able to perform calculations correctly on the job.

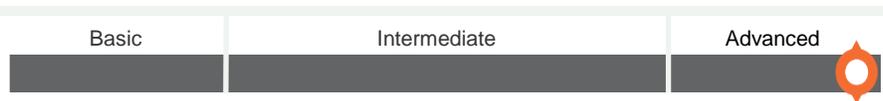
Tips for managing & training Kelly Sample:

- Would not require assistance with problems requiring numerical calculations
- Would be able to make correct decisions and judgments based on numerical calculations
- Would likely be able to understand numerical data

Suggested Interview Questions to probe "Fit"

- Tell me about a time when you had to read and understand data in numbers such as financial data or measurements. Describe the situation and what you did.
- Describe an especially complicated number-based problem that you faced in the past. What was the problem and how did you find the solution?

SPATIAL SKILLS



Kelly Sample scored in the Advanced Range with a score of 96.

This scale measures a person’s ability to solve problems by recognizing patterns of shapes and visualizing how to manipulate objects. High scoring individuals would be able to correctly solve problems involving physical objects or shapes.

Tips for managing & training Kelly Sample:

- Would be able to solve complex problems where mentally rotating or manipulating objects is required
- Would be able to understand and follow complex diagrams or flowcharts
- Would be able to solve problems requiring visualizing shapes or objects

Suggested Interview Questions to probe "Fit"

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

SOLUTIONS

OUR CORE BUNDLE: TalentClick's **AVP (Attitude-Values-Personality)** employee assessment solutions provide actionable business intelligence to help you build happier safer, more productive teams. Each report contains tailored behavioral interview questions and performance management tips. Our unlimited-use subscription gives you ANY or ALL of these reports, so you can test all your employees and applicants for one affordable price.



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. Specialized reports available for Sales, Insurance and Retail.

** Employer and Participant reports*



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

** Employer report*



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

** Employer and Participant reports*



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.

** Employer and Participant reports*

ADD-ON SOLUTIONS: Purchase additional units or add on to your subscription.



Cognitive Quotient (CQ)

Test spatial reasoning, language, and numerical problem-solving ability.



English Proficiency (EP)

Measure English language competencies, writing, vocabulary and typing accuracy.



Leadership Profile (LP)

Identify leadership capabilities, business reasoning and conflict management.



Sports Performance Profile (SPP)

Learn personality traits of athletes to coach, motivate and build winning teams.

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