

CQ

Cognitive Quotient



EMPLOYER REPORT For Hiring, Training & Coaching

Kelly Sample

Benchmark: Administration

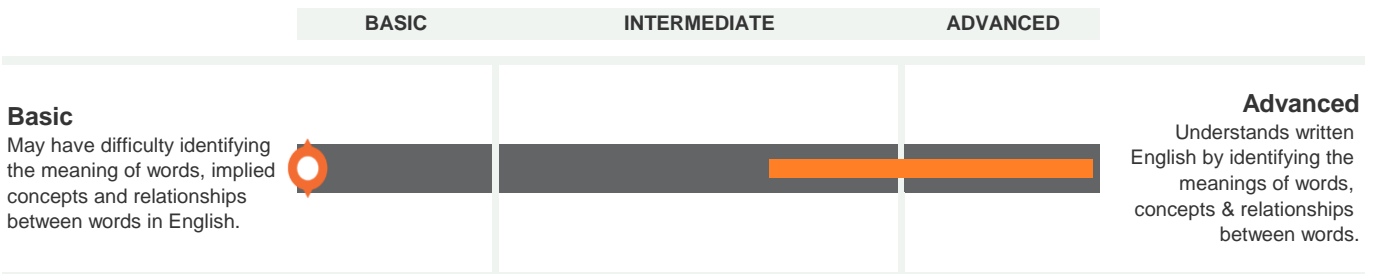
Introduction to Cognitive Quotient (CQ)

- 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.

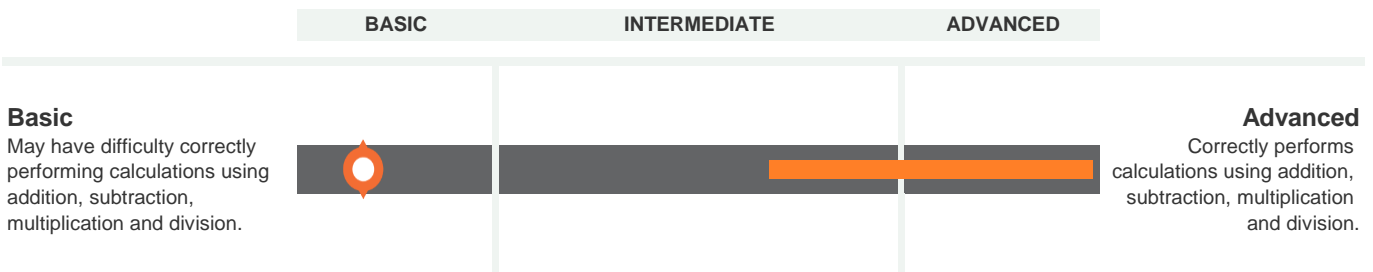
Kelly Sample's overall scores:

CQ Score:	LANGUAGE	NUMERICAL	SPATIAL
<div style="border: 2px solid orange; padding: 5px; display: inline-block; font-size: 24px; font-weight: bold;">5</div> <ul style="list-style-type: none"> • Scores range from 0 to 100 • Low scores indicate basic abilities • High scores indicate advanced abilities 	Basic	Basic	Basic

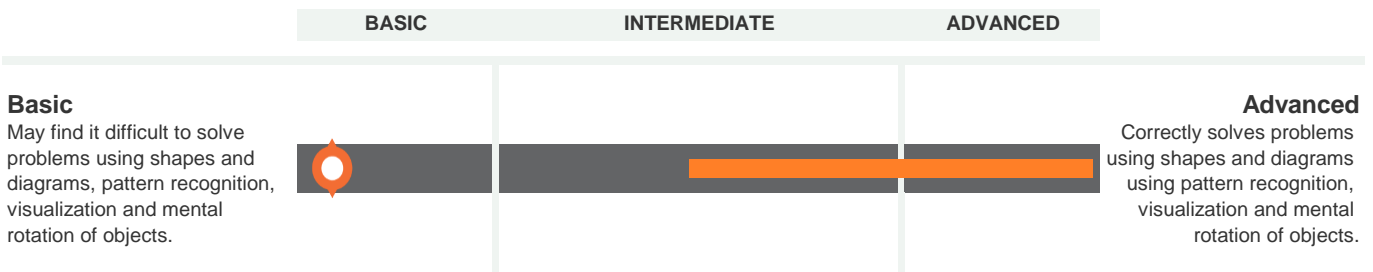
LANGUAGE COMPREHENSION



NUMERICAL SKILLS



SPATIAL SKILLS



Marker:

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



Benchmark:

Represents the desired range of this profession.

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.**

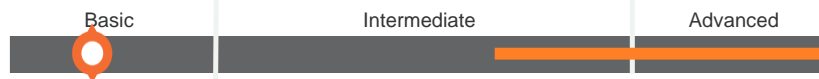
This scale measures a person's ability to understand written English by identifying the meanings of words and the relationships between words. Low scoring individuals may find it difficult to understand written words and concepts.

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 9.**

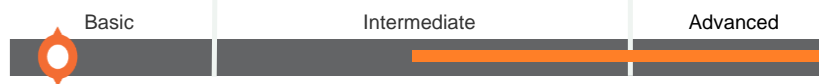
This scale measures a person's ability to correctly perform calculations using addition, subtraction, multiplication and division. Low scoring individuals may have difficulty making correct calculations on the job.

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 5.**

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?

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Attitude-Values-Personality (AVP) report provides a snapshot of workstyle, work values, and safety risks, all from one short survey. Choose a one-page summary of results, or a detailed combination report highlighting key personality strengths, challenges, suggested interview questions and coaching tips to better assess job fit for both hiring and development.

**The AVP includes any combination of WPP, WVA & SQ/DSQ*



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

**Participant report available*



Work Values & Attitude (WVA) assessment uncovers an individual's values and personal standards for behavior to help assess whether they are a cultural fit for your organization. The WVA measures conformity, responsibility, positivity, and more.

**Participant report available*



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

**Participant report available*



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

**Participant report available*

ADD-ON SOLUTIONS: Included in the Standard Unlimited-Use Subscription.



Cognitive Ability (CQ): Tests language comprehension, numerical calculation ability, and spatial reasoning.



English Proficiency (EP): Measures English language competencies, including writing, vocabulary, and typing accuracy.

PREMIUM SOLUTIONS: Included in the Premium Unlimited-Use Subscription.



Leadership Profile (LP): Helps hire, train, and develop an organization's most valuable assets - its leaders. The LP identifies leadership style, business reasoning ability, and conflict management approach.

**Participant report available*

OTHER SOLUTIONS: Ask us for details. Additional fees may apply.



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Sports Performance Profile

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