

CQ

Cognitive Quotient



EMPLOYER REPORT For Hiring, Training & Coaching

Kelly Sample



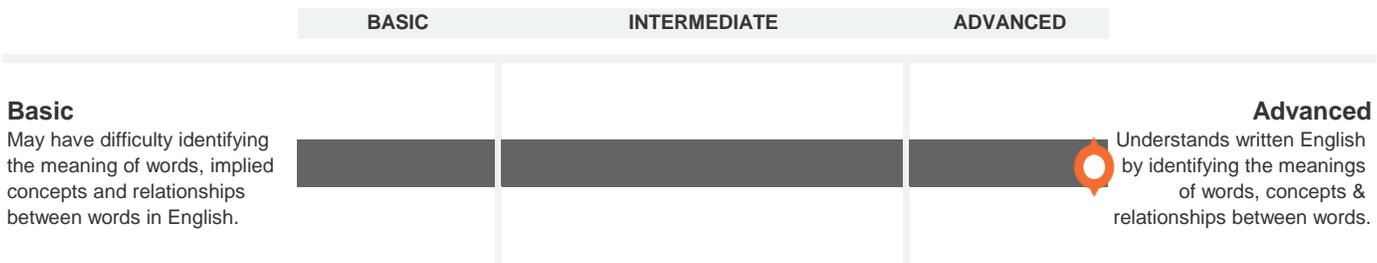
Introduction to Cognitive Quotient (CQ)

- 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.

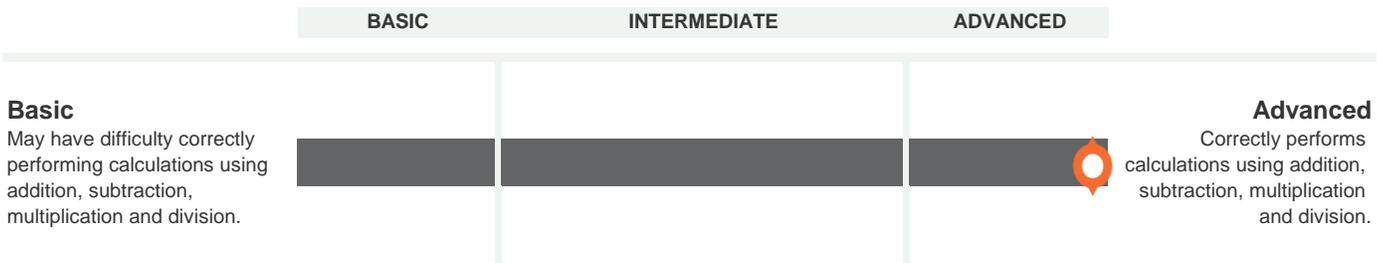
Kelly Sample's overall scores:

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

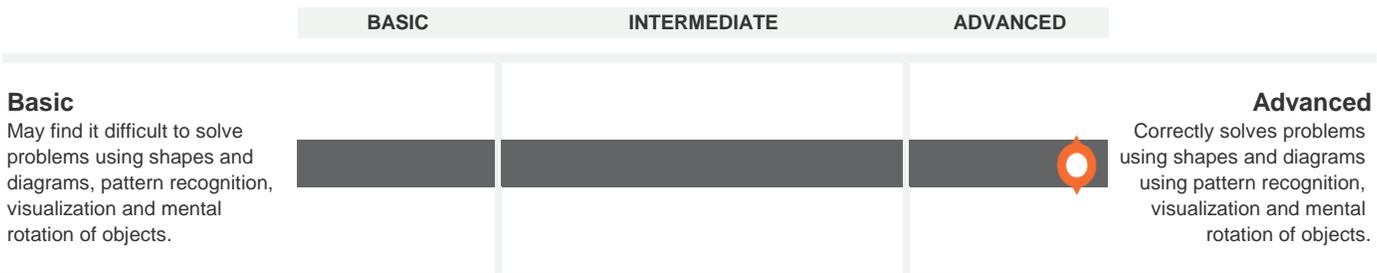
LANGUAGE COMPREHENSION



NUMERICAL SKILLS



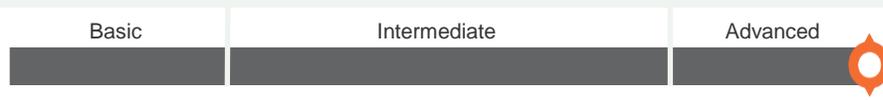
SPATIAL SKILLS



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 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.

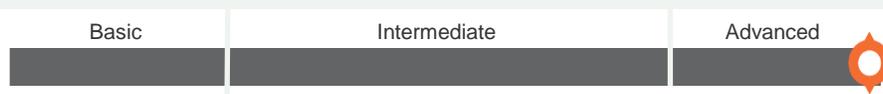
Tips for managing & training Kelly Sample:

- 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.

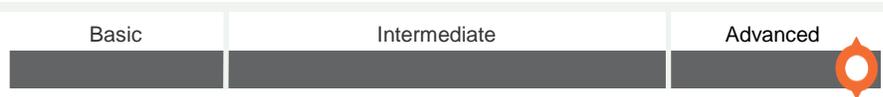
Tips for managing & training Kelly Sample:

- 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?

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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.



360 Degree Leadership Review



Safety Culture Survey



Online Training Courses



Sports Performance Profile

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