# THE PREDICTIVE INDEX
Predict natural learning ability

The PI Cognitive Assessment™ measures an individual's general cognitive ability in 12 minutes (extended time is available when necessary) and serves as a critical assessment tool in

Candidates' assessment scores indicate their ability to absorb and process complex information, as well as their capacity to deal with the cognitive demands of a given position. Determine an individual's ability to catch on quick, figure things out on his or her own, and to meet or exceed performance expectations.

Match to a cognitive target

When using the **PI Cognitive Assessment**, companies should not necessarily look at whether a score is high or low - what matters is if the candidate's score matches the cognitive demands of the job. To determine the cognitive demands for a job, set a target score with the **PI Job Assessment** or another standard-setting method. A match score then evaluates how well a candidate's cognitive ability matches the demands of the role.

EXAMPLE COGNITIVE SCORE

JOB TARGET

CANDIDATE SCORE

| 100 | 150 | 200 | 250 | 300 | 350 | 400 | 450 |
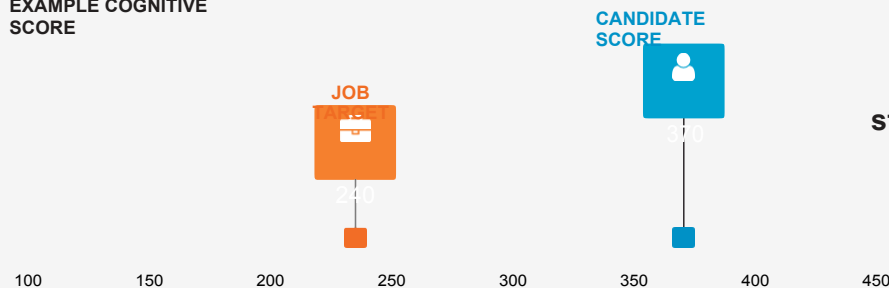
When combined with the PI Behavioral Assessment and a structured interview, the Cognitive Assessment yields

58% predictability
of on the job performance.

How does the assessment work?

The Cognitive Assessment consists of 50 multiple-choice questions from three cognitive ability categories (Verbal, Numerical, and Abstract Reasoning) and nine subcategories. Results from the three categories represent the cognitive score, which is a measure of general cognitive ability.

ESPERTA

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