

INDUSTRY

Professional
Association

OBJECTIVE

Improved Job
Performance

SOLUTION

Cognitive
Aptitude
Assessment

RESULTS

Improved
Performance

Career
Progression

The organisation identified that employees with higher cognitive aptitude scores were more likely to receive high performance ratings and be promoted.



Federal regulatory authority predicts job performance and career advancement

Challenge

A major federal regulatory authority had been using cognitive ability testing for several years, to help them identify people who would perform better in their jobs. They wanted to see what kind of impact the assessment was having on some of their key organisational outcomes, including job performance, employee movement and career progression.

Solution

We analysed the cognitive aptitude test scores of over 500 candidates who were subsequently hired, and compared them with manager ratings of job performance, an employee movement descriptor and career progression data.

Results

We identified direct relationships between employees' cognitive ability test scores and the outcomes we analysed.

Higher Scores for Top Performers



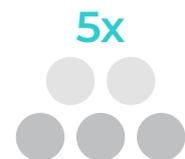
Employees receiving 'Strong/Outstanding' ratings had test scores that were 16% higher than those with 'Consistent' ratings

Higher Performance Rating



Employees who scored 'Average' or above received 10% higher performance ratings

Greater Likelihood of Promotion

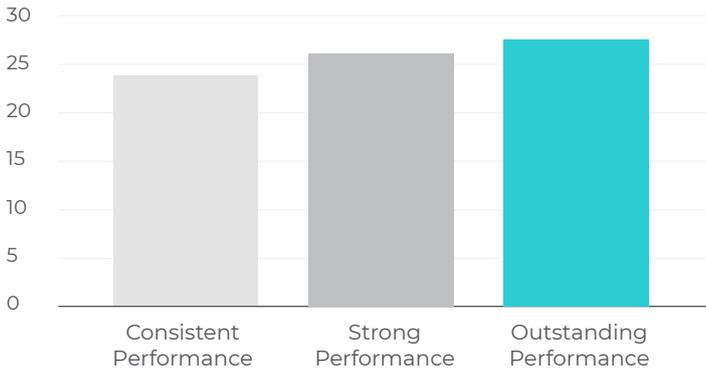


Employees who scored 'Above Average' on the test were 5 times more likely to receive a promotion

Job Performance Ratings

We compared cognitive aptitude test scores with annual performance ratings and identified that people who had received a rating of 'Consistent/Outstanding Performance' had an average cognitive aptitude test score of 27.8. People who received a rating of 'Consistent/Strong Performance' had an average test score of 23.9.

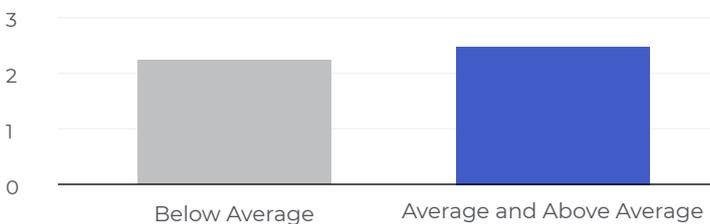
Performance Ratings by Cognitive Aptitude Score



The average test score for people who achieved a rating of 'Strong' or 'Outstanding' was 16% higher than those who received a rating of 'Consistent'

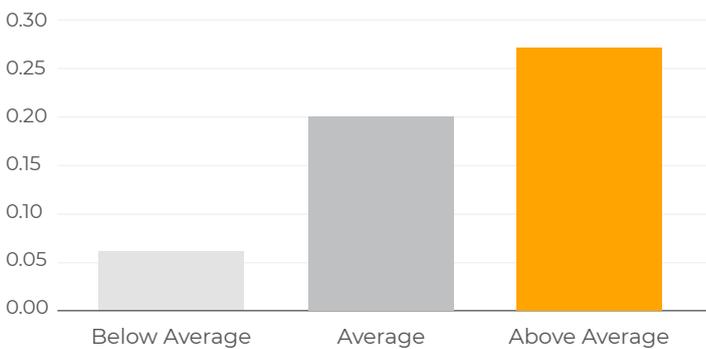
We assigned numerical values to the different performance ratings and found that, on average, employees with test scores of 'Average' or above ('Above Average', 'Far Above Average') achieved performance ratings that were almost 10% higher than those who received test scores of 'Below Average'.

Job Performance by Cognitive Aptitude Score



We also compared test scores with 'movement descriptors' such as promotion, resignation and dismissal. We found that employees with 'Above average' test scores were nearly 5 times more likely to receive a promotion than those with 'Below average' scores.

Average Career Progression by Cognitive Aptitude Score



Assessments

Cognitive Aptitude Test

Cognitive aptitude, sometimes called general intelligence or g, is the single most accurate predictor of future job performance. Tests of cognitive aptitude assess abilities that are critical to almost all jobs, including problem-solving ability, critical thinking, attention to detail, and the ability to learn, digest and apply new information.

We offer a broad range of cognitive aptitude tests including the traditional Criteria Cognitive Aptitude Test (CCAT), game-based assessments Cognify and GAME, as well as more specialised tests such as the Criteria Attention Skills Test (CAST) and the Criteria Mechanical Reasoning Assessment (CMRA).