

# Game-Based Assessments:

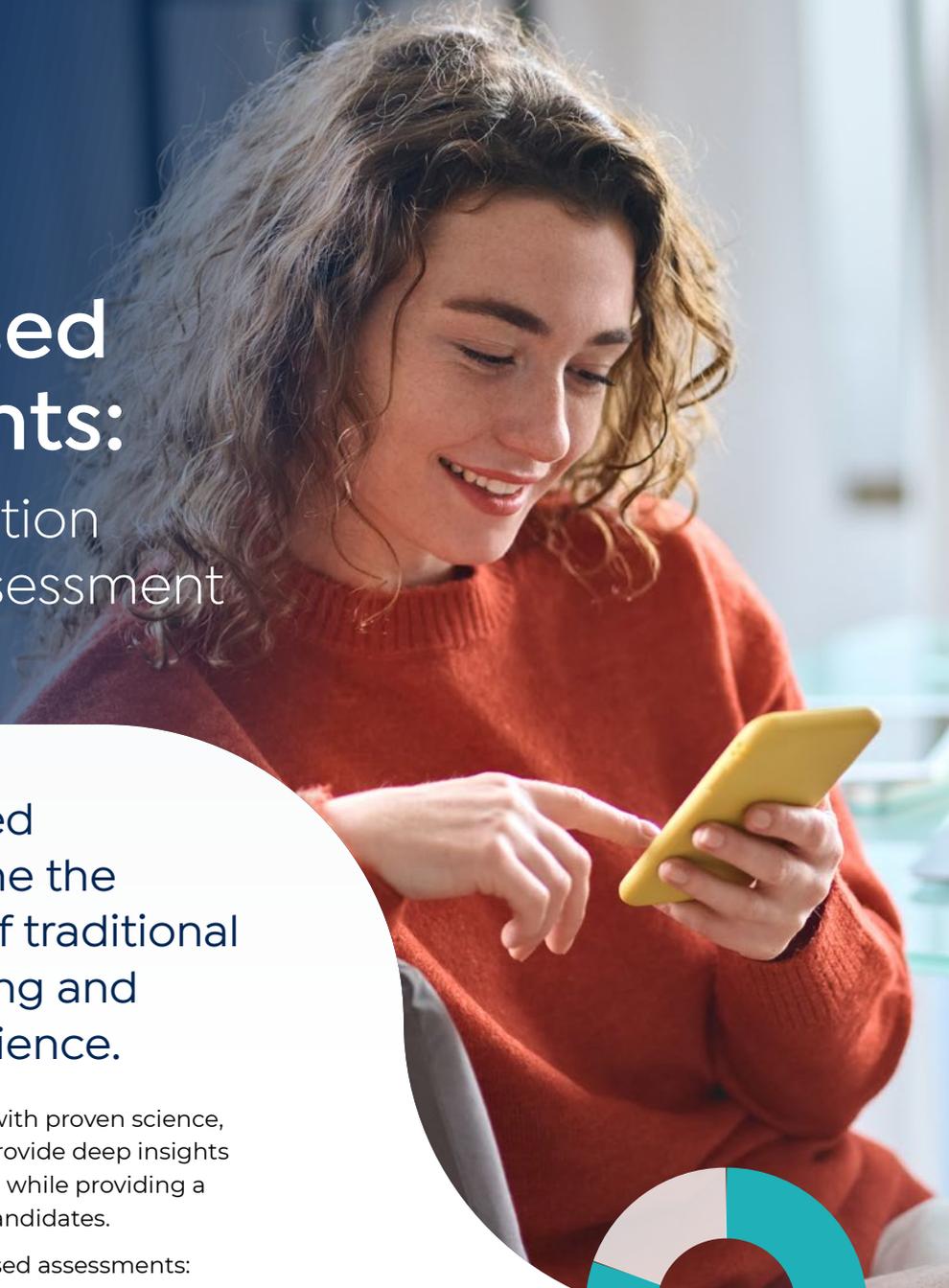
## The New Generation of Candidate Assessment

Criteria's game-based assessments combine the rigour and science of traditional tests with an engaging and fun candidate experience.

By merging game design principles with proven science, Criteria's game-based assessments provide deep insights that inform better hiring decisions, all while providing a rich, immersive experience for your candidates.

There are many benefits to game-based assessments:

- Games enhance candidate experience and bolster your employer brand.
- They provide instant player feedback to keep candidates engaged and aware of how well they are doing.
- They are robust against "faking" and response distortion.
- They can capture and measure different responses and infer how individuals may apply these approaches to other contexts.



**80%** of candidates prefer assessment games

### Feedback from Candidates



*"Easy to use, challenging and applicable. Makes you think about how the game applies to your skill set and those required by the employer."*

*"Friendly and relaxing, with just enough of a competitive urge to do well."*

*"Very interactive, clearly tested my skills, but in a more enjoyable way than other similar assessments."*

# Cognify

Estimated time: 20 minutes + tutorials

Cognify is an award-winning game-based assessment with a clean, fresh, and modern design. By combining innovative game design with proven cognitive assessment methods, Cognify provides a world-class candidate experience while measuring a candidate's critical thinking, verbal, and problem solving skills.

## Games included in Cognify:



### Short Cuts

In **Short Cuts**, the candidate needs to move the blue marble to the starred area.

The aim is to do so as efficiently as possible for each puzzle.

Candidates who perform well are likely to have strong reasoning skills and sound quantitative knowledge.



### Grid Lock

In **Grid Lock**, the candidate solves a succession of puzzles

by fitting all of the pieces into the grid as quickly as they can. Top performers in this game are likely to have strong general and spatial reasoning skills.



### Resemble

In **Resemble**, the candidate needs to mentally rotate the image on the left

and then replicate it on the right.

As with Grid Lock, candidates who perform well are likely to have strong general and spatial reasoning skills.

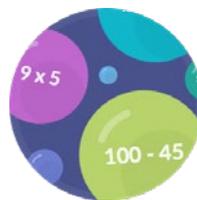


### Tally Up

In **Tally Up**, the candidate needs to quickly identify which group of

tokens has the highest value.

Candidates who do well are likely to have strong fluid and quantitative reasoning ability and skills.



### Numbubbles

In **Numbubbles**, the candidate is given a target number, and needs to identify

and pop the bubbles containing an equation that equals the target. They need to do this as quickly and accurately as they can. High performers are likely to have strong quantitative and fluid reasoning skills.



### Proof It

In **Proof It**, the candidate must identify as many misspelled words and punctuation

errors as possible in the time limit. Candidates who do well on this assessment are likely to demonstrate strong reading and writing skills.

# UCognify

Estimated time: 15 minutes + tutorials

Criteria also offers UCognify, a language-independent assessment focused on problem solving and numerical reasoning without assessing the verbal knowledge, making it ideal for international use.



# Emotify

Estimated time: 20 minutes

Emotify is one of the world's few ability-based measures of emotional intelligence (EI) and is comprised of three separate assessments: **Matching Faces**, **Emotional Ties**, and **Emotions in Action**.

These assessments have been specifically developed to assess a candidate's ability to accurately perceive, understand, and manage emotions in an innovative and engaging experience.

## Games included in Emotify:



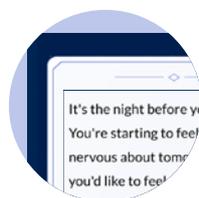
### Matching Faces

In **Matching Faces**, the candidate is required to quickly identify the emotion displayed on a person's face.



### Emotional Ties

In **Emotional Ties**, the candidate needs to read a number of everyday situations and predict the types of emotional consequences that may arise as a result of these situations.



### Emotions in Action

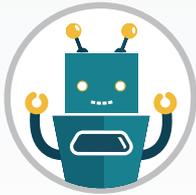
In **Emotions in Action**, the candidate needs to indicate the most effective action to take to manage a range of emotions.

# GAME

Estimated time: 5-6 minutes

General Aptitude Mobile Evaluation (GAME) is a mobile-first, game-based assessment of cognitive aptitude, which is one of the best predictors of job success.

## Games included in GAME:



### Robot Inspector

In **Robot Inspector**, the candidate is asked to identify if there are differences between two robot images, measuring a candidate's ability to focus on detail-oriented tasks with thoroughness and accuracy.

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### Words of a Feather

In **Words of a Feather**, the candidate is asked if pairs of words have similar or different meanings, measuring a candidate's reading ability and comprehension of words, which is related to communication skills.

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### Weigh Station

In **Weigh Station**, the candidate is asked to identify what truck represents the greatest value after completing calculations of increasing complexity, measuring a candidates quantitative problem-solving and numerical fluency.