

Assessment Games:

The New Generation of Candidate Assessment

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

By merging game design thinking with trusted and proven psychometric principles, Criteria's assessment games provide deep insight to inform better hiring decisions, and a rich, immersive experience for your candidates.

The many benefits of assessment games include:

- We collect up to 10,000 analysable events per game session.
- Games are robust against "faking" and response distortion.
- Instant player feedback keeps candidates engaged and aware of how well they are doing.
- We can capture and measure different responses to play, and infer how individuals may apply these approaches to other contexts.



80% of candidates prefer assessment games



"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

Cognify is a set of assessment games with a clean, fresh and modern design. It harnesses the power of game-based design thinking and is backed by proven and trusted psychometric science.



MEASURES

Problem solving, numerical reasoning and verbal knowledge.



TIME

Total assessment is 30 minutes, timed (including tutorials, if all games completed).



ROLES

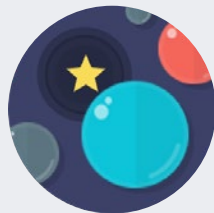
Since the skills assessed by Cognify are required by all roles, the assessment is suitable for positions at all levels—from entry level to executive.



DEVICE AGNOSTIC

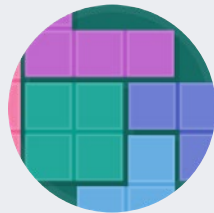
Take the test wherever you are, on a digital device of your choosing.

Games included in Cognify:



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.



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.



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.



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.



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.



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.

Emotify



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.



MEASURES

Three key aspects of emotional intelligence: perceiving, understanding, and managing emotions.



TIME

Approximately 20 minutes, timed to complete both mini-assessments.



ROLES

Use for all roles, especially when interpersonal interaction is an important factor.



DEVICE AGNOSTIC

Take the test wherever you are, on a digital device of your choosing

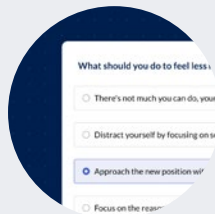
Games included in Emotify:



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



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



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