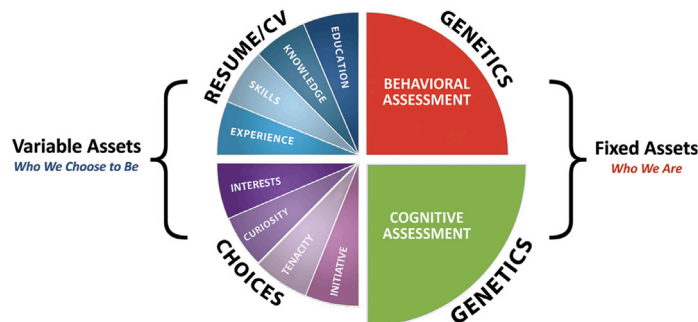# THE PI COGNITIVE ASSESSMENT™

The PI Cognitive Assessment™ (CA) translates the many dimensions of human cognitive abilities to deliver an assessment designed to measure the capacity of a person's cognitive ability. Pace of learning is strongly associated with successful on-the-job performance and is an integral part of any recruitment process. Through matching the needs of the job to cognitive ability, you can accelerate employee performance to maximum productivity. Proven, practical and reliable, the CA is an integral tool helping you to make the best decisions for your company and the talent on your team.

Easily administered online, the CA consists of 50 questions that allow an individual 12 minutes to complete. It measures the number of correct responses given, while not discounting for skipped or missed questions. Using the PI Behavioral Assessment and PI Cognitive Assessment together allows you to predict up to 50% of what makes up the whole individual.

QUICK FACTS

- Available in 59 languages
- Internet-based application
- 50 questions per assessment
- 12 minutes to complete the assessment
- Real time reporting
- Scientifically based
- Free of bias
- Validated to be in compliance globally with EU, EEOC and ADA standards

WHAT IS COGNITIVE ABILITY?

Cognitive abilities are the brain-based skills we need to carry out tasks. They are the mechanisms of how we learn, remember, solve problems and pay attention. The Cognitive Assessment measures the rate at which a person will acquire new information, problem solve, absorb instructions and function effectively with new data.

The Cognitive Assessment should not be confused with standard intelligence tests, which simply measure a person's capacity to comprehend knowledge and profit from experience.

THE SCIENCE

It has been universally accepted among intelligence scientists that a unitary factor of cognitive ability exists called the "g factor." The CA is a strong indicator of "g."

Research has shown a correlation between the level of "g" and performance on the job. This correlation is present in all jobs and along all dimensions of performance. The more complex the job, the higher the correlation between job performance and "g".

RESULTS

The raw score is the number of correct answers. The normal distribution follows a bell-shaped curve.

Use these results to match candidates to appropriate jobs and tailor communication and training to best match the individual employee's potential.