



# Cognitive Assessment? **Do it now!**

The days when recruiters would rely solely on CVs and unstructured interviews to assess and hire their future employees are drawing to a close.

Hiring managers are now using cognitive assessments to predict how well their potential new starts will perform if hired. If you are unfamiliar with these tests and have never done one, this may seem like a daunting experience. So why not prepare yourself by completing a battery of cognitive assessments in advance?



## **Fore warned is fore armed.**

It makes sense to take a cognitive test now, before a potential employer asks you to sit one. Not only will this familiarise you with the process, but the results will give you an objective and impartial understanding of your cognitive abilities and how you can best present them at interview, or apply them at work. This could be of real help in guiding you towards your ideal job and it will also help you to shape future conversations with employers by highlighting your strengths and showing an appreciation of your blind spots.

## **What is a cognitive assessment?**

Think of a cognitive assessment as a mental agility test. It measures how well you use a range of mental processes, such as reading comprehension, working with numbers, abstract thinking and problem-solving, your ability to understand and implement new information and how well and how long you can focus your attention. Some assessments have a gamified element, with things like pathfinding, code-cracking and puzzle-solving.

Tests usually last between 10 – 30 minutes and while the questions are not especially difficult, the time limit built into them will force you to think quickly.



## **Why do employers use them?**

According to psychological research, general cognitive ability is consistently one of the most powerful predictors of success across job types, levels and industries.

Companies that use cognitive ability testing as part of their recruiting process see higher employee performance and productivity, decreased staff turnover and significant cost savings. This is good news for employers but it is also a big plus for potential employees. It means that a rigorous cognitive assessments can help to align you with the best-fit jobs, employers and career.

## **What will my test reveal?**

A cognitive assessment won't measure how much you know, instead it will evaluate how you think.

For example, if you are a graduate who hasn't yet had the chance to prove yourself, the test may show that you are a quick learner and therefore a high-potential candidate. Or if you are a more experienced professional applying for a senior role, you might emerge as someone who can think on their feet, or with the ability to make complicated decisions based on many different variables.

## How can I use my test results?

The cognitive assessment measures your ability to understand your environment and surroundings through reasoning with others, solving problems, grasp and comprehend complex ideas and learn quickly. Your results will give you a measure of how you perform across key areas of cognitive ability, including those listed below which are listed with their respective job roles.

- **Verbal ability:** the ability to easily convey and communicate your thoughts. Important for roles in management, corporate communications and PR.
- **Visual reasoning:** an important ability in graphic design, computer programming, advertising, system design and system analysts.
- **Logical ability:** ability to assimilate disparate facts and information to make quick decisions. Useful for HR professionals, managerial roles, computer programmers.
- **Abstract reasoning:** ability to identify patterns and analyse complex problems, a requirement for mechanical engineers, design engineers, product designers, architects, system designers.
- **Spatial reasoning:** ability to visualise multi-dimensional shapes and objects. A valuable asset in designers, engineers and architects.
- **Decision-making:** important ability for senior management professionals, HR, project managers, business analysts.

## Where can I do an assessment?

A quick google search will pull out any number of platforms offering online cognitive assessments. But if you want to gain real insights to your cognitive abilities, with results portrayed in ways you can understand and interpret, then you need to consider a psychometrically valid platform, published by a trusted test developer, such as [PeopleHawk](https://peoplehawk.com).

## When should I do an assessment?

Do it now!

