

an ultimate guide to cognitive

# assessment tests



welcome to brighter

# Contents

- 01 / Cognitive ability test for employment**
- 02 / What is a cognitive assessment test?**
- 03 / What does a cognitive test measure?**
- 04 / What is the purpose of a cognitive assessment?**
- 05 / What is included in a cognitive assessment?**
- 06 / What are the eight cognitive skills?**
- 07 / What is a cognitive assessment system?**
- 08 / What questions are asked in a cognitive assessment test?**
- 09 / What is the most widely used cognitive assessment tool?**
- 10 / Cognitive theories of intelligence**
- 11 / Why your organization should care about cognitive assessment?**
- 12 / Conclusion**
- 13 / How can Mercer | Mettl help?**

# Cognitive ability test for employment

Hiring managers across the globe are facing a talent crunch in the market. They have, therefore, started taking an applicant's cognitive abilities and aptitude for learning/training into consideration. Unlike most recruitment practices that include merely evaluating a candidate on his/her current skill sets, hiring candidates based on cognitive ability tests will yield the best pool of candidates with higher IQ and analytical skills.

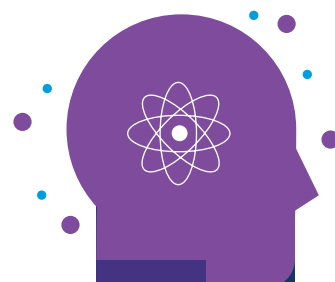
This significant shift accounts for a large number of companies employing cognitive assessments across organizational verticals. The cognitive test is a certain way of predicting an employee's work performance and understanding the positive impact of training. It can effectively predict employees' success at every level in their career. An increase in job performance is directly linked to high cognitive ability.

---

## Employers across industries and geographies use IQ and cognitive tests during the recruitment process.

---

Assessing candidates' cognitive skills and selecting those people who align with the company's goals and strategies can help in building winning teams. Aligning the assessment results with curated competencies for each job role will assist in churning out high performers.



# What is a cognitive assessment test?

Cognitive assessments evaluate a candidate's cognitive skills. These tests use a series of questions to assess cognitive abilities, which comprise quantitative aptitude questions, language proficiency tests, learning agility assessments, critical thinking questions, and attention-to-detail questions, among others. They are a form of the psychometric test created to find people who are more likely to excel at work and are better at achieving their goals. Cognitive tests in an organizational hierarchy cater to various job roles that vary in complexity. In the lateral hiring process, cognitive tests are role-specific and measure proficiency level requirements at different organizational functions such as administrative, executive, supervisory, senior managerial, and leadership roles.

The role of cognitive assessments is also pivotal in creating an organization's learning and development strategy. Such tests address the loopholes that businesses face in identifying training needs, high potential individuals, worthy successors, and fast learners. Research consistently indicates that cognitive ability tests predict hiring success across job roles, types and industries with the utmost ease.

---

**Nowadays, many employers have taken to cognitive assessments to improve the quality of hires. These aptitude tests help in filtering out irrelevant candidates from a vast talent pool, whether it be for coaching institutes, colleges/universities, or corporations.**

---

[Connect with an expert](#)



# What does a cognitive test measure?

Cognitive tests assess a candidate's thinking abilities such as perception, reasoning, memory, verbal, and problem-solving ability. Such tests are designed to challenge applicants' potential to solve problems when learning new job skills or tackling workplace issues.



*Commonly, cognitive assessments measure intelligence or general mental ability of a person. Various mind intensive questions that determine specific mental skills are based on verbal analogies, arithmetic calculations, spatial relations, comprehension, number series puzzles, and reading comprehension.*

Some cognitive ability tests include the number of correct answers and assign an overall score to those answers. This way, scores are a measure of general mental ability of the person under the scrutiny. When an individual score is attributed against each specific type of skill (verbal, reasoning, problem-solving), then the resulting scores are a measure of specific mental abilities of that person. People with high cognitive ranks are more likely to:



Perform tasks all more precisely and proficiently



Settle on decisions more effectively



Utilize reasoning skills



Problem-solving abilities



React tactfully to new or complex situations

# What is the purpose of a cognitive assessment?



*The purpose of cognitive assessment is to determine an individual's cognitive abilities on three main attributes: information processing, solution generation, and decision-making competencies. Such tests will weed out issues around the influx of low-quality talent, ineffective leadership, and learning and development programs.*

An effective cognitive assessment test will evaluate a candidate's aptitude for critical, numerical, and analytical reasoning to establish whether he/she possesses information process agility or not. Not to mention, the tests also intend to measure a person's out-of-box creative approach and abstract reasoning competencies. Besides, cognitive ability tests even decide if a candidate is a problem solver and can effectively carry out rational, well-thought-out, and accurate decisions.

# What is included in a cognitive assessment?



*A cognitive assessment focuses on the two most important competencies required to perform efficiently in any job. The test focuses on assessing a person's ability to learn and retain information and apply it to solve problems and make intelligent decisions. These skills are evaluated through abstract reasoning and critical thinking based tests.*

A cognitive test includes a set of intriguing questions to measure a candidate's ability to be on the ball, disambiguate a puzzle, and unlock new concepts when presented with further information. The test also finds out a person's ability to question their assumptions, make a fair evaluation, and identify relevant information when coming to conclusions.

[Connect with an expert](#)

# What are the eight cognitive skills?

Cognitive skills are used by the human brain to think, learn, read, remember, concentrate, and focus on daily tasks. These skills refer to the human ability to perform complex tasks closely associated with problem-solving and learning. Each type of cognitive skill is useful in processing new information; its usability or lack thereof will impact the way data is processed. No matter what kind of information a person tries to consume, grasp, or reproduce, inadequate cognitive skills will lead to lesser productivity than usual. Listed below are eight skills that constitute cognitive thinking:

Selective attention

Sustained attention

Divided attention

Long-term memory

Short-term memory

Logic and reasoning

Processing speed

Visual processing

Auditory processing

# What is a cognitive assessment system?

The cognitive assessment system refers to a battery of assessments designed to identify high potential employees and suggest the best course of action for hiring, succession planning, training, and development. This comprehensive system integrates a wide array of tests into applied and theoretical areas of psychological knowledge to evaluate a candidate's cognitive abilities.

# What questions are asked in a cognitive assessment test?



*A competency framework is a model that is being implemented in creating an assessment.*

However, there is no feasible way to create a competency framework, with which you evaluate the performance for each job role in existence. It does not surprise that some specific job roles requiring the same set of competencies would have the same competency framework. For instance, such job profiles as receptionists, customer service, and sales executives require necessary communication skills and the same set of job tasks every day. So, these jobs require the same cognitive abilities. The cognitive ability test comprises a set of pre-designed questions based on core cognitive brain functions and fluid and crystallized intelligence, thus accurately measuring core competencies.

## What is the most widely used cognitive assessment tool?

Mercer | Mettl's cognitive abilities assessment tool is, in some way, the most frequently used measure of cognition in several organizations across the globe.



**Mercer | Mettl provides talent measurement solutions that are trusted by over 2900+ clients worldwide.**

[Connect with an expert](#)



# Cognitive theories of intelligence

The roots of cognitive science date back to Charles Spearman, who proposed the g-factor theory, in which he asserted his firm belief that general intelligence forms the core of all mental abilities. The concept of cognitive skills stems from the idea that general intelligence is the bedrock from which mental development takes place. This example, in which we compare general intelligence with athleticism will suffice.

A person might be an exceptionally gifted runner, yet this does not imply that he will likewise be a fantastic figure skater. Because this individual is an athlete, he will most likely perform much better on other physically demanding tasks comparatively.

In the early 1990s, Charles Spearman used a numerical way to measure human intelligence. He was the one who helped develop a statistical technique known as factor analysis, which allows researchers to run through a variety of test items that can evaluate a candidate's cognitive abilities. For example, a person who scores well on vocabulary questions might also perform better on reading comprehension questions.

So, he invented factor analysis, a mathematical approach to measuring human intelligence, to explain not only the relationship between apparently varied cognitive abilities but also understand the correlation between scores on different tests.

Raymond Cattell, one of his students, criticized Spearman's theory and developed the concept of fluid and crystallized intelligence.



**Both crystallized as well as fluid intelligence tend to increase throughout childhood and adolescence, as well.**

**Fluid intelligence begins to decline progressively around the age of 30 or 40, after touching the peak in adolescence.**

**Crystallized Intelligence, on the other hand, continues to grow throughout adulthood.**



## Crystallized intelligence

It refers to the mind's ability to use prior knowledge and experience to make informed decisions. For example, solving a mathematical problem becomes easy with formula, or applying grammatical rules to form correct sentences are all examples of crystallized intelligence.

## Fluid intelligence

It is the innate ability to solve unfamiliar problems through logical reasoning. This intelligence refers to the human capacity of thinking and acting dynamically with precision. Fluid intelligence is independent of previous experience, practice, or education. Early men relied on their instincts and abilities to solve complex, life-threatening problems in the stone age.



# Why your organization should care about cognitive assessment?

Certain studies show that companies that have efficiently adopted pre-employment testing programs have seen incremental ROI over time. The chances are high that the vast majority of their employees will perform exceedingly well in most cases. Moreover, the employees that fared well in their cognitive tests are more likely to stay motivated and engaged in the workplace.



*Josh Millet, the founder of Criteria Corp, recommends administering tests at the earliest possible in the hiring process. If you miss out on crucial time that would have otherwise been used for administering the already interviewed people, you will lose high potential employees in the process.*

Cognitive ability test helps measure an applicant's aptitude or ability to solve problems within the stipulated time. Undoubtedly, cognitive skill is twice as high at predicting a talent's job performance as conducting an interview. Thus, hiring managers can select the right candidates above anything else, and that makes cognitive tests crucial for every organization.



## IBM's cognitive assessment system is also worth mentioning!

**IBM, a leading multinational corporation,** employs cognitive ability games to identify prospective employees. This gamification is a unique way to analyze a candidate's aptitude and personality traits. Game-based psychometric assessments precisely check a candidate's suitability in a particular job role. Cognitive games highlight an individual's strengths and weaknesses and filters out those who underperformed in the first round. Such games blend interactivity with assessments to measure a person's problem-solving, reasoning, and numerical abilities.

[Connect with an expert](#)

## The need for cross-training amid cognitive assessments

Inadequate employee bandwidth calls for the allocation of the workforce on an ad-hoc basis, which means employees are sometimes asked to perform a duty that is not of their domain. Since outsourcing a resource or hiring someone might prove to be extremely expensive, employees must undergo a structured training program where they get exposure to all the works performed in their organization.

---

*Cross Training- Training employee A to do the task that employee B does and training employee B to do A's task.*

---

Besides, cross-training also improves employee awareness of the organization's roles and functions. And with more knowledgeable and capable employees onboard, the company can record healthy growth in a matter of time. Interestingly, cross-training helps keep the employees in high spirits and motivated. Hence, by ascertaining the training needs in this scenario with cognitive skills assessment, you can enhance workplace productivity.

- Cognitive science, cognitive ability test, learning agility assessment, critical thinking ability test, case analysis and decision-making skills, mechanical reasoning ability test, spatial reasoning ability tests, aptitude test for reasoning abilities, language aptitude test, abstract reasoning tests, problem solving skills assessment, reading comprehension test.
- Attention to detail test, general aptitude test, learning agility assessments, quantitative aptitude assessment, verbal ability test, numerical reasoning assessment, technical and quantitative aptitude assessment, english grammar, spelling and punctuation test, cognitive screening tools.



### a) Cognitive science

Primarily, it's the interdisciplinary scientific study of the brain and its processes, namely the nature, functions, and tasks of cognition. In this field, scientists study human behavior and intelligence, strictly focusing on the nervous system's ability to represent, process, and transform information. They take some mental faculties into serious consideration such as perception, memory, language, attention, emotion, and reasoning; to go in-depth into these faculties, scientists take cues from domains such as Artificial Intelligence (AI), psychology, neuroscience, philosophy, linguistics, and anthropology. The analysis of cognitive science extends across many organizational levels, from learning and resolving to reason and planning, from neural circuits to modular brain network organization. Cognitive science lays its foundation on the concept of thinking in terms of mental representation structures and undergoing the process of computation on those structures.

---

*In simpler words, cognitive science refers to the interdisciplinary scientific study of cognition in living and non-living things. It is an all-encompassing science that covers computer science, psychology, neuroscience, linguistics, philosophy, and anthropology.*

---

Cognitive intelligence is a measure of an individual's numerical, verbal, and spatial abilities, which includes word fluency, visualizing, perceptual speed, verbal analogy, induction, and deduction.

Emotional intelligence determines the candidates' ability to understand their own and others' emotions and apply such understanding to manage their thoughts and behaviors.

**Intelligence = Cognitive Intelligence + Emotional Intelligence.**



## **b) Cognitive ability test**

Conducting a holistic cognitive evaluation won't be an easy task, if not for a cognitive assessment test. The cognitive test checks for the essential competencies required to perform any job efficiently. The test aims to measure the ability of a person to learn, retain, and implement every piece of information they learned and accordingly solve complex problems and take swift action. Abstract reasoning and critical thinking assessments readily help in identifying high potential candidates.

Cognitive testing is immensely helpful in identifying a person's ability to react and respond in a certain way in a given situation. Such a test can assess a person's mental makeup in terms of their ability to think quickly, solve ambiguous problems, and devise new concepts when presented with new information. The test checks for the candidate's ability to question assumptions, make accurate evaluations, and identify information of vital importance when reaching a definite conclusion. To elucidate further, here's a rundown of the different types of cognitive tests, and how they can become pivotal to the success of assessment:



## **c) Learning agility assessment**

Learning agility represents a candidate's ability and willingness to learn from past experiences, adapt to a new situation, and efficiently perform new work conditions. Undoubtedly, self-learners, high potential employees are agile learners. They are fit for assuming leadership positions, for they actively respond to unfamiliar situations and get the most out of experiential learning. Learning agility assessment is designed to get hold of high potentials who are not only agile learners but is also best suited for leadership positions in any organization. This assessment broadly measures three dimensions that are further mapped to other competencies (20 in total). The test comprises three sections, whereas the total number of questions is 129. The test lasts for 70 minutes, and the test is conducted in the English language

### **It's useful in:**

- Creating a talent pool to identify high potentials (including emerging stars, early-career employees), creating succession plans, strategizing key assignments, and also supporting their learning and development
- Making better-recruiting decisions for roles that require learning agility.
- Recognizing existing employees who are likely to perform well in international assignments.
- Taking team building exercises up a notch.



#### d) Critical thinking ability test

The critical thinking ability test measures the decision-making capability of a candidate. The assessment evaluates whether or not a person can identify and address the problem, collate data to question assumptions, provide valid explanations to the problem, and offer the best solution. Such tests work wonders for hiring at mid and senior managerial levels. The assessment broadly covers three areas of recognizing assumptions, evaluating arguments, and concluding. The tests are based on statements and situations to assess students in these areas mentioned above. The test comprises three sections with a set of 21 questions and is of 30 minutes.

##### It's useful in:

- Senior Management candidates
- Mid-Management candidates
- Business Consultants
- Critical decision-makers and strategists



#### e) Case analysis and decision-making skills

This test is primarily used as a screening tool to select management graduates from the vast talent pool. Such tests are available as case study simulators to get an accurate idea of a candidate's analytical approach and problem-solving skills. The test analyzes and grades candidates on their answers, thus generating their performance reports. The report is readily available for reference in successive interview rounds, allowing room for further discussion and analysis with the candidate. The test includes a case study question which the candidate needs to solve and finish in time.

[Connect with an expert](#)





## f) Mechanical reasoning ability test

As the name suggests, the test measures the person's ability to solve complex problems that are based on the knowledge, comprehension, and application of mechanical concepts. The assessment evaluates a candidate's command on fundamental physical laws and mechanical operations, along with a knack for learning automated processes that include the understanding of mechanical set-ups preparation.

Such an assessment can offer questions of varying levels of difficulty in the English language. The questions are interactively structured to map a candidate's ability to solve engineering tasks, decode technical drawings, and understanding technical devices with their functions. The test is useful in measuring a candidate's inclination to interpret and apply mechanical principles for various engineering and technical job roles. The test contains 1 section, with 68 questions. The test is available in the English language, and the time required is 45 minutes.

### It's useful in:

Hiring candidates with past work experience, preferably in aircraft mechanics, maintenance and repair, and automotive, etc.



## g) Spatial reasoning ability tests

Candidates can prove their mettle in this competency screening test having been tested for spatial reasoning assessments. Identifying high potentials through spatial reasoning can reduce downtime in the hiring process. This test assesses a person's ability to visualize and manipulate complex shapes, patterns, or designs in a two-dimensional or three-dimensional plane. The candidates who have fared remarkably well in the test are believed to be smart analysts and natural problem solvers in conceptual skills-based jobs.

Such tests measure a candidate's proclivity to visualize patterns and shapes in complex puzzles and produce the desired results. The test includes questions based on rotating shapes, matching shapes, merging shapes, viewing cubes in 3D, and manipulating other types of solid forms in 2-D and 3-D. The test consists of one section and contains thirty questions. The total test time is 30 minutes, and the test language shall be English for all candidates.

### It's useful in:

Assessing candidates for screening and placement in sectors requiring exposure in specific areas, such as architecture, publishing, illustration, and technology. The test is useful in the careful selection of candidates for technical and craft-centric jobs. If you are considering hiring a candidate with 0-2 years of work experience, this test will come in handy.



## h) Aptitude test for reasoning abilities

This logical reasoning test tests a person's ability to analyze and perceive any given information from several perspectives by dividing it into viable components and structuring that information logically. The test checks for a candidate's ability to analyze thoughts and clarity of thoughts while skipping unnecessary things in the process. It ascertains if the candidate uses logical and transparent steps to process a given set of information and infer the right message from the given facts.

Those candidates with strong reasoning skills are good at arriving at the right conclusion. They use a steady and consistent approach to solve problems and structure problems and situations accordingly. Reasoning skills assessment identifies such talented individuals through a set of questions that challenge their reasoning skills

---

## The test measures competencies based outcomes through these tests: Logical reasoning and analytical reasoning.

---

The previous test assesses if a candidate is good at analyzing data for business needs.

In contrast, the latter checks the candidates for their ability to logically solve the given problem and arrive at the optimal course. The test consists of one section and contains thirty questions. The total test time is 30 minutes, and the test language is English for all candidates.

### It's useful in:

Hiring fresher candidates, from across all education levels, for a variety of job roles from team lead and managerial positions to executive-level functions. If you are considering hiring a candidate with 0-2 years of work experience, this test will suit your needs.



## i) Language aptitude test

This test helps in identifying if candidates have the knack to learn foreign languages. The language aptitude test aims to evaluate candidates on linguistic aspects of learning. The test measures the person's ability to acquire communication skills, mainly speaking and listening skills. It gives an accurate idea about the skill-sets of the candidate taking the test, especially in such areas as number learning, linking speech sounds, and phonetic symbols together, word formation, spelling, and vocabulary. The test consists of four sections and contains ninety-five questions. The total test time is 30 minutes, and the test language shall be English for all candidates.

[Connect with an expert](#)



**It's useful in:**

- The organization providing foreign language services, for example, translation services.
- Education and training institutes measuring candidate's aptitude for acquiring new languages
- BPOs and KPOs vying to hire the best individuals who can communicate with clients in foreign countries

**j) Abstract reasoning tests**

The test measures a candidate's lateral thinking abilities that help define logical rules, trends, and patterns to present the right solution for solving problems. Those candidates who possess strong abstract reasoning skills can solve complex problems creatively. They can integrate data logically to conclude. Such tests can be effectively applied to test candidates' aptitude to solve problems through logic and creative thinking. The test consists of one section and contains thirty questions. The total test time is 25 minutes, and the test language shall be English for all candidates.

**It's useful in:**

Hiring candidates from around the world for various job roles across the industries, mainly suited for entry-level or senior-most positions. The test works wonders for assessing people for these roles: sales and marketing, creative designing, writing, and analytics, among others.<sup>33</sup>

**k) Problem solving skills assessment**

This test ascertains if a candidate has adequate reasoning skills and if they can evaluate solutions on both positive and negative aspects of a problem. If a person has strong problem-solving skills, it positively impacts organizational productivity.

There are four stages of problem-solving:

- Identifying the challenges,
- Finding suitable alternatives and solutions,
- Calculating all possible outcomes,
- Executing the optimal solution.

**It's useful in:**

Hiring for all profiles in an organization. The test is designed in such a way that not only freshers but also experienced candidates can be assessed for their problem-solving skills.



## l) Reading comprehension test

The test evaluates candidates' English reading and comprehension skills. Candidates that perform exceedingly well in these tests are likely to absorb information faster, interpret it more correctly, and implement them in making rational business decisions than their counterparts. The test consists of questions including a passage meant to be comprehended by the candidate and after which the candidate would have to answer questions related to the passage. The format of questions can either be direct or inferential. The test consists of six sections and contains thirty questions. The total test time is 30 minutes, and the test language shall be English for all candidates.

### It's useful in:

Hiring fresher candidates with work experience of 0-1 year for various job roles across industries.



## m) Attention to detail test

It is the process of putting emphasis on the vital details of the given information and ignoring unnecessary information to come to some conclusions and make suitable decisions. The test checks whether a candidate can process a plethora of data by taking note of everything that is highly relevant and full of information.

Attention to detail skills assessment is immensely helpful for finding employees who do not need to be continually micromanaged. Highly focussed individuals can achieve quality focussed results faster and better than others. This test will help organizations in filtering out the best candidates that provide high-quality, detail-oriented, and on-time results. Recruiters can use this test to hire people for entry-level administrative and clerical jobs. This speed-based test measures candidates on various comparison-based questions based on numbers, texts, images, and visuals. The test consists of two sections and contains forty questions. The total test time is 10 minutes, and the test can be provided in other languages for the candidates.

### It's useful in:

Organizations seeking an effective way of screening and recruitment of freshers for various roles across industries. It is, however, most suitable for data processing and administrative tasks.

[Connect with an expert](#)

**Focus is essential to perform all mental activities. It is an important brain function that makes performing jobs easier.**





## n) General aptitude test

Organizations need candidates who can solve difficult problems through logical thinking. This test helps companies assess individuals for finding people with the innate or acquired ability to learn new things and apply logic to solve complex problems. The general aptitude test evaluates candidates on core skills and competencies, which are essential to perform well on the delegated tasks. This aptitude test measures the person's tendency to perform well across a range of functions. Moreover, these tests help managers in identifying skill gaps and training needs.

The test is thoughtfully designed to assess candidates for various skills with its wide variety of questions. It measures the individual's information-processing ability, besides evaluating that person's problem-solving skills at work. Finding potential hires through these tests can significantly improve organizational productivity. A good employee knows what is expected of him/her and what's needed. Using the test, employers can zero-in on such responsible employees. Performing an extensive evaluation through reasoning skills, numerical ability, data analysis skills, and Verbal Ability will help companies bring onboard the deserving candidates. There are a plethora of assessment choices ranging from necessary, administrative, and clerical level tests to advanced tests for essential roles.

### It's useful in hiring For:

- Administrative and clerical roles
- Executive roles
- Functional and supervisory roles
- Senior managerial and business head roles
- Leadership and strategic roles



## o) Learning agility assessments

When it comes to learning opportunities, not all individuals learn in the same way. Some are more agile learners than others. Taking learning agility assessments can help define individual differences and filter out the high potential candidates. Learning agility refers to an individual's inclination to learn new things. *The two critical sections of learning agility are the ability to learn and the orientation to learning.*

**Ability to learn:** it implies the ease of identifying patterns, logical rules, and spotting trends in new data.

**Orientation to learning:** it refers to the important behavioral competencies that determine how quickly a respondent can learn new things. Candidates with higher learning agility scores will be able to enhance their skills and knowledge much quicker than others. This, in turn, makes it easy for employees to transition between different roles as required by the company. The test contains 123 questions. The total test time is 55 minutes, and the test language shall be English for all candidates.

### It's useful in hiring For:

Entry-level, Mid managerial, and R & D profiles across industries.

## p) Quantitative aptitude assessment

Quantitative aptitude assessment measures whether a candidate is good at perceiving and processing numbers to perform mathematical operations. The highest-scoring candidates are the ones with strong analyzing capabilities and a high level of attention in solving problems. This test accurately measures the candidates' aptitude for numerical analysis. The test evaluates a candidate's skills in performing numerical operations, which apply to candidates across job roles, regardless of their educational experience. The test includes questions that assess a candidate's knack for solving problems in the given time. The test consists of just 1 section and contains 22 questions. The total test time is 30 minutes, and the test language shall be English for all candidates.

### It's useful in:

The screening and hiring of candidates with 0-2 years of work experience. The test is best suited for candidates with an educational background in engineering, bachelor's or masters in business administration, and certification courses in statistics, among others.



## q) Verbal ability test

Candidates with strong verbal abilities are good at expressing their ideas and thoughts by using the right sentence structure, proper words, and grammar. The candidate can put himself/herself across very well and understand messages in business contexts. The verbal aptitude test evaluates candidates on comprehension, vocabulary, and grammatical fluency. The test includes just 1 section and contains 30 questions. The total test time is 30 minutes, and the test language shall be British/American English for all candidates.

### It's useful in:

Finding candidates for different job roles across industries with 0-1 years of work experience



## r) Numerical reasoning assessment

Candidates with strong numerical reasoning are good at analyzing statistical data with which they can draw inferences and make suitable business decisions. Since deriving information from numerical data is essential for the business, every company needs professionals who can collect, study, understand, and crunch data to make things easier for organizations.

This basic-level test is designed to measure a candidate's ability to deal with mathematical calculations, graphs, tabular data, business estimates, and the like. Completing a test within the timeframe, and that too, with all the right answers, is what it will take for a candidate. Any candidate with prior exposure to mathematics can take the test. The test includes just 1 section and contains 20 questions. The total test time is 30 minutes, and the test language shall be English for all candidates.

### It's useful in:

Finding candidates for different job roles across industries with 0-1 years of work experience, mainly in areas such as data analysis, banking operations, and accounting and financial analysis.



### s) Technical and quantitative aptitude assessment

Most organizations grapple with the problem of finding talented software engineers, given the scarcity of talent. Software development is an area where relying merely on just one aspect will not suffice. A professional needs to be more thorough in understanding all areas of software development from designing to testing. Generally, software engineers are well versed in any one programming language and are conceptually sound. Such tests help in determining if a candidate follows a structured approach at work when solving problems.

Most importantly, employers can measure candidates on essential competencies to ensure that only deserving candidates make it to the final interview round. The test includes just three sections and contains 36 questions. The total test time is 60 minutes, and the test language shall be English for all candidates.

#### It's useful in the Hiring For:

Hiring candidates from an engineering background, preferably in IT with 0-2 years of work experience. The tool helps recruiters in the screening and selection of candidates from tier-I and tier-II colleges.



### t) Learning agility assessments english grammar, spelling, and punctuation test

Given the fast-paced corporate world, online and offline communication is at the core of every business. Gaining fluency in oral and written proficiency has become a norm for professional behavior. Such tests evaluate basic principles of grammar and English spelling and assess candidates' knowledge in parts of speech, common words and abbreviations, punctuation, etc. This test measures a candidate's proficiency in English for several profiles.

#### It's useful in:

Finding and hiring candidates that are proficient in English, mainly for such job profiles as sales, marketing, technical support, and more roles.



### u) Cognitive screening tools

Employees are every organization's key resource. Their knowledge, experience, and skills form the core of every company, and they are essential to maintain high productivity levels. The cognitive screening tools are being used for the ability to excel and learn things faster to succeed at work. The more precisely they can evaluate a person's cognitive intelligence, the better quality workforce an organization will end up with.

Quality talent is limited in supply and high in demand. The quicker employers identify and bring them on board, the better it would be to grow the organization. Useful cognitive screening tools provide companies with the power to determine, sort, differentiate and bring real talent to the forefront.

[Connect with an expert](#)

# Conclusion

If implemented in the right way, cognitive assessments could be an excellent tool for hiring and recruitment. Using it early in the process may substantially improve the quality of hire and employee engagement. And if you want to get the full benefit of the cognitive ability system at your organization, you must skillfully consider the kind of tests that best meet your hiring needs.

*This HR handbook guide is your ready reckoner, should you wish to gain a comprehensive overview of cognitive ability assessments.*

# How can Mercer | Mettl help?

Cognitive assessment tests provided by Mercer | Mettl assists companies and professionals in making well-informed decisions, whether it is recruitment, training, or promotion of candidates and job employees. The extensive test library can help you measure the underlying abilities and current skill-sets of the shortlisted candidates. To make the right hiring decision, you can explore a wide range of psychometric, role-centric, and technical assessments, among others.



## About Us

At Mercer | Mettl, our mission is to enable organizations to make better people decisions by making credible people decisions across two key areas: Acquisition and Development. Since our inception in 2010, we have partnered with 2900+ corporates, 31 sector skill councils/ government departments, and 15+ educational institutions across 90+ countries.

### Contact Us

#### India Office

+91-9555114444

Plot No. 85, Sector 44, Gurgaon,  
Haryana, India - 122003

---

Australia: +613906 99664  
Indonesia: +6285574678938  
Singapore: +6531386714  
South Africa: +27875517192  
UAE: +9718000320460

✉ [contact@mettl.com](mailto:contact@mettl.com)

🌐 [www.mettl.com](http://www.mettl.com)

Be sure to carefully read and understand all of the disclaimers, limitations and restrictions before using the assessment services, reports, products, psychometric tools or the company systems or website.

Read the complete disclaimer here  
[www.mettl.com/terms-of-services](http://www.mettl.com/terms-of-services)

