

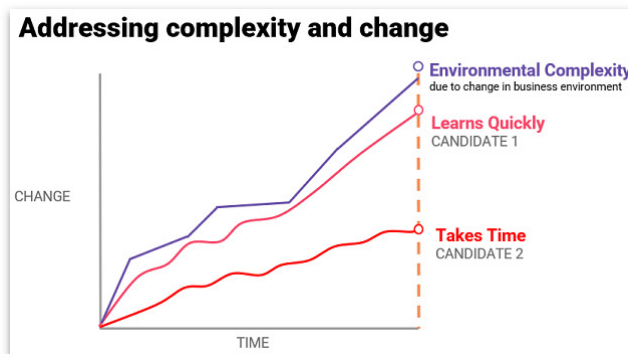
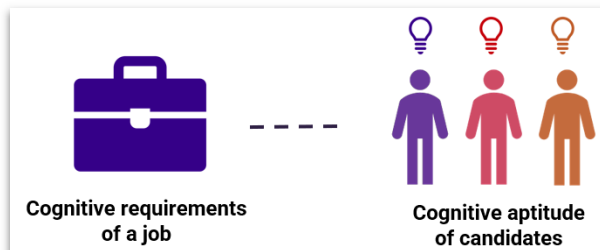
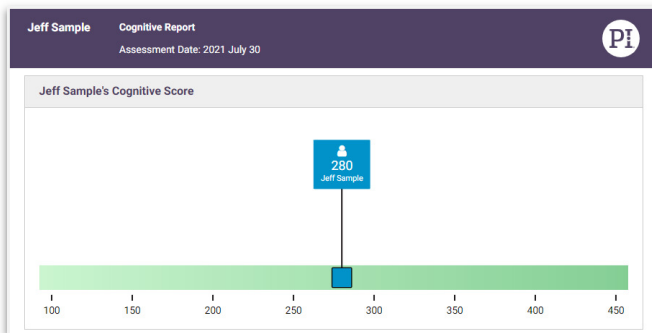


# The PI Cognitive Assessment

Measure your candidate's ability to learn, adapt, problem-solve, and process complex information.

The PI Cognitive Assessment measures general cognitive ability, a strong predictor of workplace performance. This provides a data point of performance potential for talent management decisions such as hiring, promotion, and succession planning.

Collect the PI Cognitive Assessment from candidates, then compare their results to the cognitive requirements of the job.



Cognitive	Cognitive Match ↕
	10
	8
	9
	6

## How Does the PI Cognitive Assessment Work?

The PI Cognitive Assessment is a 12-minute timed assessment consisting of 50 questions in three categories: verbal, numeric, and abstract. A person's score on the PI CA is scaled based on the number of correct responses and is a measure of their general cognitive ability—the ability to learn and grasp new information. Candidates who have higher general cognitive ability are likely to be able to get up to speed faster in a new role, deal with more complex requirements, and acquire and retain more job knowledge over time.

By using the PI CA to measure the general cognitive ability of candidates, organizations gain specific insight into the level of performance potential they can expect. Respondent scores on the assessment are evaluated based on how their scores compare to a target score set for each job in the organization. This promotes standardization in the selection process, ensuring that all assessment takers are compared against the same benchmark.