GENERAL COGNITIVE ABILITY TEST (GCAT)

Feedback

Pat Participant

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Introduction

The Assessment

The General Cognitive Ability Test (GCAT) is a measure of cognitive ability. Cognitive ability is important because it influences how quickly somebody can learn, how readily they can adapt, how easily they can understand, and how adeptly they can solve novel problems. It is well established that cognitive ability predicts educational and occupational success and is an important ingredient of future potential. The GCAT assesses ability in the following areas:

- Understanding problems using words
- Logical deduction and induction
- The relationship between numbers
- Discerning patterns and sequences
- Abstract reasoning
- Mental rotation

The Report

The purpose of this report is to give information about your performance on the test. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which you can explore either on your own or with your manager or coach.

Private and Confidential

This is a confidential assessment report. This report was requested for a specific purpose and has influenced the information and conclusions drawn.

Waiver

GCAT is an indicator of ability only. The publishers, therefore, accept no responsibility for decisions made using this assessment and cannot be held responsible for the consequences of doing so.

Profile Summary

General Reasoning

General Reasoning refers to overall General Mental Ability (g) which is an approximate overall indicator of the ability to reason, think logically, and solve problems using words, numbers, and simple images.

Profile Description

- Your overall reasoning result is above the average range when compared to others.
- This suggests that you will have little difficulty coping with the demands of jobs which require working with complex problems and should have a sufficient grasp of issues to benefit from further training.

Results in Detail

Abstract Reasoning

Abstract Reasoning assesses the ability to identify logical relationships and patterns between abstract shapes. Abstract Reasoning is an indicator of the ability to assimilate information and understand new concepts. It is used to predict intellectual and training potential as it is unrelated to previous educational attainment or experience.

Profile Description

- Your abstract reasoning result is above average when compared to others.
- This suggests that you should have a strong natural or innate ability and should be quick to comprehend new, unclear or complex concepts.

Development Recommendations

- Develop strategies to simplify complex problems for others.
- Try teaching others a skill.
- Help others solve complex problems by asking them to consider the issue from multiple perspectives.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

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Numerical Reasoning

Numerical Reasoning assesses the ability to identify logical relationships between numbers. Numerical Reasoning is an indicator of the ability to identify, interpret and analyse numerical information. It is used to identify high performers and predict job performance for roles that require working with numbers.

Profile Description

- Your numerical reasoning result is above the average range when compared to others.
- This suggests that you should be capable of logically and rationally working with numbers and that you will have little difficulty solving complex problems that involve numbers.

Development Recommendations

- Volunteer for assignments that are technical in nature and require the use of numerical and problem-solving skills.
- Utilise your ability in this area to support others with numerical or problem-solving skills.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Verbal Reasoning

Verbal Reasoning assesses the ability to identify logical relationships between concepts framed in words. Verbal Reasoning is an indicator of the ability to think, reason and solve problems based on verbal concepts. It is used to identify high performers and predict job performance.

Profile Description

- Your verbal reasoning result shows that you have performed in the slightly above average range when compared to others.
- This score suggests that you should be more capable than most people of grasping complex verbal concepts and be able to analyse and describe complex verbal information.

Development Recommendations

- Use a self-questioning strategy when reading complex material which involves asking questions about the subject you are reading. The objective of this strategy is to improve your comprehension by later answering those questions as you combine information from your reading.
- Actively read and read more, especially topics that are new and challenging.
- Look for opportunities to express your ideas or make presentations.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Development Plan

Use this section to summarise and document your development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Read your feedback report and take notes.
2. Preparing a list of major concerns and personal goals.
3. If you will meet with a coach or your manager to discuss your development plan, then adopt an open approach where you both consider your actual performance before exploring different development activities and their implications.
4. Take notes and agree on action plans with your coach or manager.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					