

# Predict anyone's natural learning ability.

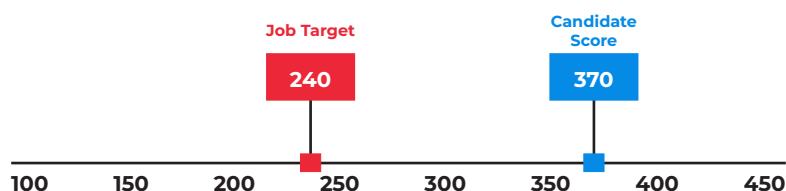
Leverage one of the strongest performance indicators in hiring with this tool from the Predictive Index.

The PI Cognitive Assessment™ measures an individual's general cognitive ability in 12 minutes (extended time is available when necessary) and serves as a critical assessment tool in recruitment and talent management processes.

## Match to a cognitive target

When using the PI Cognitive Assessment, companies should not necessarily look at whether a score is high or low - what matters is if the candidate's score matches the cognitive demands of the job. To determine the cognitive demands for a job, set a target score with the PI Job Assessment. A match score then evaluates how well a candidate's cognitive ability matches the demands of the role.

### EXAMPLE COGNITIVE SCORE



When combined with the PI Behavioral Assessment and a structured interview, the Cognitive Assessment yields

**58%** PREDICTABILITY  
of on the job performance.

## How does the assessment work?

The Cognitive Assessment consists of 50 multiple-choice questions from three cognitive ability categories (Verbal, Numerical, and Abstract Reasoning) and nine subcategories. Results from the three categories represents the cognitive score, which is a measure of general cognitive ability.