ID-Problem Solving

EVALUATION REPORT

Name:
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Date:
2025/4/29

Norm:
General

A | Introduction

The ID-Problem Solving (Trp) is a test that mesures the COGNITIVE ABILITY, that is the ability to analyze and solve problems based on a deductive reasoning process. The test was developed in order to provide an assessment of an individual's ability to analyze various problems and provide appropriate solutions by using logical or deductive reasoning.

Target Job Level:

→ Manager
→ Professional

What Do Cognitive Skills Entail?

Cognitive ability may be defined as the capacity to reason logically and perform mental operations realting to laws, regulations or mathematical problems. It refers to all mental operations that allow an individual to understand everyday situations and draw appropriate conclusions when faced with various types of problems. Cognitive ability also helps to predict an individual's capacity to understand complex ideas, adapt effectively to new situations, learn from experiences and use different methods to solve complex problems.

⚠ ***Important***

When interpreting results, keep in mind that this test is designed for adults in a staffing or potential assessment context and should only be used for those purposes. The results of this test should be combined with other results obtained during the staffing process (personality test, structured interview, etc.) and interpreted with regard to the job requirements.

Careful attention should be given to word choice when providing feedback to candidates. When explaining a result, you should emphasize:

- Having a little more difficulty (or not) in tackling more complex situations;

- Having a little more difficulty (or not) performing numerical, verbal, or spatial mental operations quickly or consistently;

- Having a little more difficulty (or not) in general when learning and adapting quickly to change.

ID-Problem Solving (Trp)

B | Test Administration Information

Time remaining/total: 73 min. / 75 min. **Questions answered/total:** 19 / 22 Questions

Added time: 0 min. * additional time to test duration for accommodation measures

C | Sommaire

Raw Score:	STANDARDIZED RESULT:
12 / 22	**3 / 5**

General Standard:
The candidate's raw score is contrasted with a reference group of adults tested working in various professional and managerial positions.

Rating Scale Indicators:

5: Excellent ability to quickly process information and solve complex and new problems.

1: Greater difficulty in quickly processing information and solving complex problems without support.

D | Detailed Results

Details about the measured items

Measured Elements	Correct answers	Questions answered	Total questions
Logical sequences: This type of items presents, in disorder, a series of actions that must be performed to complete a particular task. The candidates must perform these actions in the logical order in which they should be performed.	2	3	4
Mathematical reasoning: This type of items presents a work situation where candidates must perform a mathematical operation of a complex nature. In this case, the task is to identify the proper way to perform the mathematical calculations without actually performing them.	3	4	5
Drawing conclusions based on laws and regulations: These items show part of a fictitious law or regulation. Candidates must determine which of the conclusions presented may be logically deduced.	4	7	8
Drawing conclusions based on a text: This type of items presents the candidates with a short text (about half a page). Based on the data presented in the text, candidates must identify the elements that contribute to the situation (eg. triggers) as well as any missing information.	3	5	5
TOTAL	**12**	**19**	**22**

STANDARDIZED RESULT: **3/5**

E | Interpretation

Reminder: Test results for the ID-Problem Solving (Trp) should always be interpreted within the context of the overall job profile and in relation to the specific requirements of the position.

High Score	A high score indicates that the candidate consistently demonstrated the ability to analyze and draw appropriate conclusions in relation to various types of problems. The candidate seemed to quickly grasp the key aspects of a situation. Also, the candidate seemed to demonstrate a great capacity to recognize or anticipate potential problems in the workplace as well as the issues that may arise from them.

As with any profile, a strong result also suggests areas for attention, not because of any weaknesses, but rather because the individual's strengths may, in some contexts, prove problematic.

- ✓ Challenge them by involving them in strategic assignments or entrusting them with complex projects.

- ✓ Set a fast track for advancement through increased responsibilities. Make it easy for them to learn through involvement in projects, cross-functional committees, or advanced training.

- ✓ Harness their strength by engaging them in projects focused on transformation, innovation, or continuous improvement.
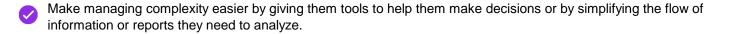
Low Score	A lower than average score on the cognitive test may indicate that the person may need a little more time to quickly process a large amount of information in a pressured or complex situation, to integrate several variables at once, or to solve complex or abstract problems.

Someone with lower cognitive scores can still perform well in their job, especially if their professional skills and experience are aligned with their role. If they are well surrounded and have concrete tools to rely on, they can fully leverage their strengths.

- ✓ Clarify strategic expectations by presenting objectives in clear, concrete terms. Accompany the person in new situations until he or she feels comfortable with them.

- ✓ Make managing complexity easier by giving them tools to help them make decisions or by simplifying the flow of information or reports they need to analyze.

- ✓ Avoid cognitive overload by giving them time to assimilate information and make well-considered decisions. Limit tasks with very high simultaneous variability.