ID-Cognitive-Short Version

EVALUATION REPORT

Name:
Doe, John

Date:
2025/4/27

Norm:
General

HRid
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A | Introduction

The ID-Cognitive–Short Version Test is an assessment tool for measuring various cognitive abilities related to general intelligence. In particular, it measures the ability to apply logic and to perform mental operations of verbal, numerical and spatial nature.

> **Target Position Level
> General Standard:**
>
> → Laborer/Unskilled worker
> → Customer service
> → Administrative
> → Technical

💡 **What Do Cognitive Skills Entail?**

Cognitive skills can be thought of as the ability to think logically and perform mental tasks involving verbal, spatial, and numerical information. This includes everything you need to understand everyday situations and connect them to each other. Cognitive skills also predict the ability to quickly understand complex ideas, learn from experience, and engage in various forms of complex problem solving.

⚠️ *****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-Cognitive–Short Version

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B | Test Administration Information

🕐 **Time remaining/total:** 17 min. / 25 min.   ☰ **Questions answered/Total:** 25 / 25 Questions

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

C | Overview

Raw Score : **12 / 25**	STANDARDIZED RESULT: **2 / 5**

General Standard:
The candidate's raw score is benchmarked against a reference group of adults who have taken the test in a high-stakes context for positions that do not require a bachelor's degree.

Evaluation Scale Indicators:

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

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

D | Detailed Results

☰ **Details about the measured items**

Measured Elements	Correct answers	Questions answered	Total questions
Quantitative Reasoning: Performs mental operations of a numerical nature to solve mathematical problems.	3	5	5
General Sequential Reasoning: Performs logical mental operations to solve sequential problems.	2	5	5
Comprehension of written language: Performs mental operations to demonstrate an understanding of written and spoken language.	4	5	5
Spatial Ability: Performs mental operations to demonstrate an understanding of spatial relationships.	0	5	5
Perceptual Speed: Performs administrative tasks to quickly identify errors and details.	3	5	5
TOTAL	12	25	25

📊 STANDARDIZED RESULT: **2 /5**

D | Interpretation

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

High Score	High results point to a strong ability to quickly understand and learn new things, along with an ease in solving complex problems, even in new situations. It may also indicate a potential for handling large amounts of information efficiently and structurally.

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.

- ✅ Adapt challenges and provide stimulating tasks to prevent boredom, especially if the tasks are too repetitive, mundane or simple.

- ✅ Plan for a swift progression of responsibilities. Provide learning opportunities by involving them in projects, cross-departmental committees or advanced training.

- ✅ Take advantage of their strengths by entrusting them with problems to solve or more complex analyses to carry out, or involve them in optimizing work processes with a view to 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.

- ✅ Provide clear, concrete, and illustrated instructions. A stable work environment with well-defined and predictable tasks and routines can help them gain experience confidently.

- ✅ Allocate additional time for learning. Implementing mentorship or support programs with experienced colleagues can ease the learning curve. Emphasize practical exercises and tangible representations.

- ✅ Introduce changes progressively. Clearly explain upcoming changes, the reasons behind them, and their impact on the individual. Break down the process into concrete steps, demonstrate each phase, offer practical exercises with appropriate support, and allow the individual to practice until achieving the desired autonomy.