

Name: Harish P

Date: 15-03-2021

Cognitive Ability Assessment

Pexitics Cognitive Ability Report includes the following;

- Inductive Reasoning
- Deductive Reasoning
- Abductive Reasoning
- Verbal Ability

How to interpret the report yourself

The Pexitics Report is easy to read and interpret, making it one of the most popular reports available today! All you need to understand is the following for ease of understanding. Every report is valid for 6 months. So, let's get started...

The report is broken into two broad segments;

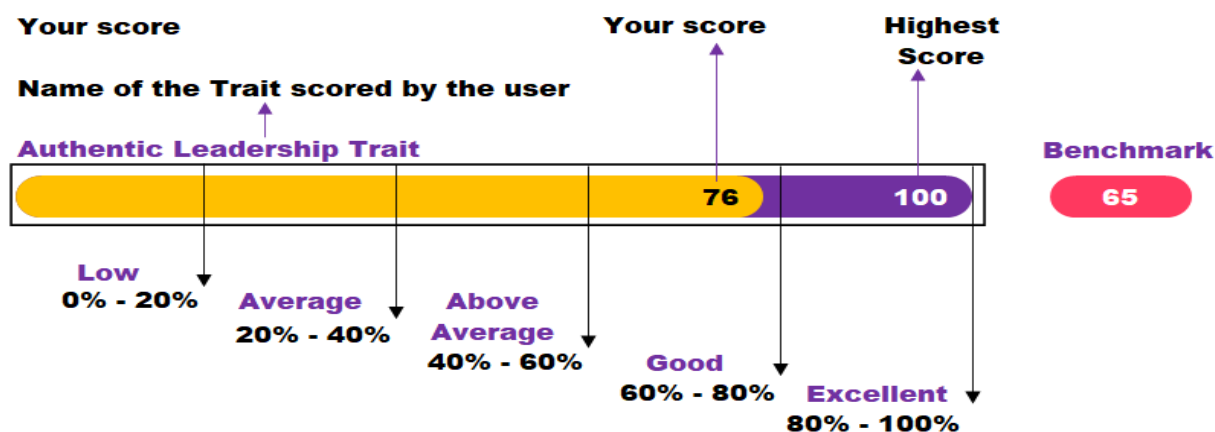
Report Summary:

This contains the entire report consolidated into a single page or two.

Detailed Summary:

The detailed pages contain description of the contents in greater detail.

Reading the scores against a trait



Interpreting the Scores

- Score Number:** This is your score as a number. As we convert scores into percentages, this means that your score can also be read as a score out of 100.
- Benchmark:** This is the average score scored by your peers. The benchmark is a better way to understand how well you are doing for the particular trait vis-à-vis others in your agegroup, qualification level and academics.
- Tips:** If your score is higher than the benchmark, you are better than your peers. If your score is closer to the benchmark, you are doing okay and need to improve. If your score is lesser than the benchmark, you need to train or learn.
- Others:** Some of the scores may not contain a score but a text trait. This is because not all traits are quantifiable and are better understood as a type indicator. A type indicator is a quality which is unique to people like you. It is akin to a trait expressed like a Sunsign, where the type indicator indicates what is unique about it.

Cognitive Ability Assessment

Cognitive ability assessment is one of the most effective predictor tools of performance for job fitment. This factor and equal weightage to Competency and can be used as a benchmark to predict job fitment. The report provides assessment outcomes for you to help yourself in evaluating the four core cognitive abilities. If you scored high in one of the following areas, it would help evaluate the possibility of your strengths of cognition in the particular areas.

Inductive Reasoning

The role of logic using quantitative details to understand, apply and reach logical solutions.

Skills assessed under Inductive Assessment

- » Evaluating arguments based on data and draw conclusions.
- » Analyse scenarios & analyse them effectively.
- » Decide quantitative outcomes.

Deductive Reasoning

The role of using deductive logic for refining using cognitive abilities of logic and reasoning.

Skills assessed under Deductive Assessment

- » Evaluating arguments based on logic and reasoning.
- » Analyse scenarios with logic and deduct to arrive at the right decisions.
- » Decide logical outcomes with deductive reasoning.

Abductive Reasoning

Use of abduction to decipher patterns, data or suitable information for proving or determining the hypothesis outcomes.

Skills assessed under Abductive Assessment

- » Evaluating vague or incomplete data to arrive at the right picture.
- » Analyse scenarios using abductive reasoning to decode the right meaning and predict outcomes better.
- » Decide logical outcomes of projects or scenarios using deductive reasoning logic.

Verbal Ability

The role of English language to understand, comprehend, explain or communicate language capabilities.

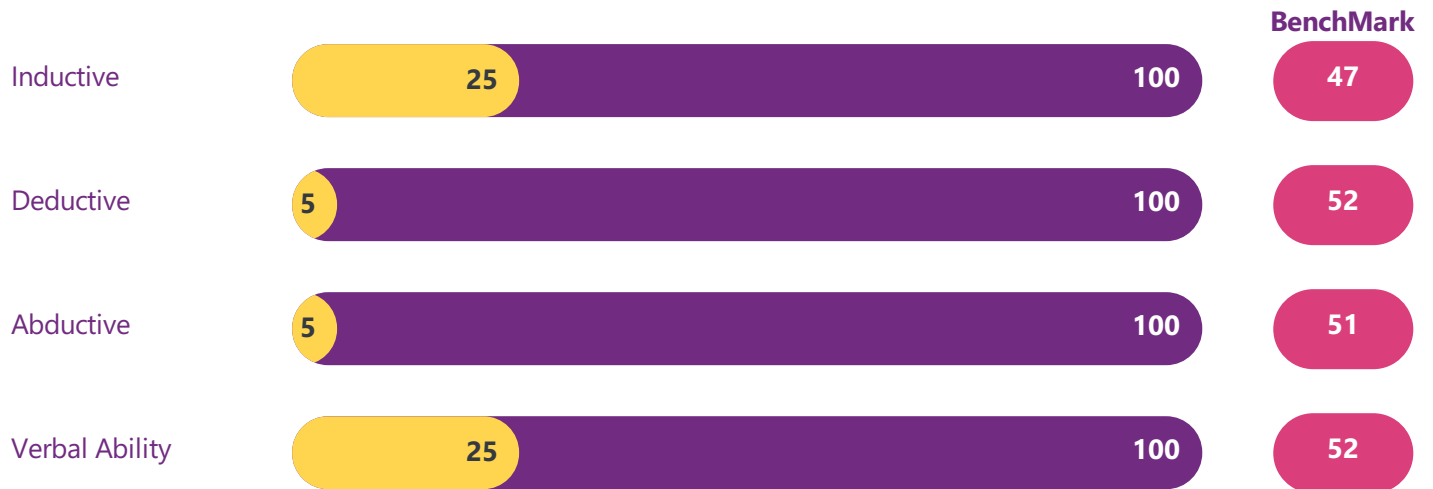
Skills assessed under Verbal Assessment

- » Comprehending technical language in English and/or communication.
- » Analysing and communicating scenarios using higher command of comprehension.
- » Using better communication and verbal capabilities as a cognitive ability
- » Decide logical outcomes of projects or scenarios using deductive reasoning logic.

Executive Summary

Harish P

Attribute Score



The candidate has overall scored Average on Ability

Highest Score **25** in **Inductive**

Lowest Score **5** in **Deductive**

Plan of action (note for yourself):

Detailed Summary

Harish P

Inductive:



BenchMark



Primary Observation

- The candidate needs to work more on comprehending fundamental arithmetics and applying numerical concepts.

Additional Feedback

- The candidate will be unable to deal with complexity of operations where inductive logic is prevalent as a job criteria.

Deductive:



BenchMark



Primary Observation

- The candidate may find execution and determining the optimum decision challenging.

Additional Feedback

- Candidate will be unable to deal with logical flow of decisions where deductive logic is prevalent as a job criteria.

Plan of action (note for yourself):

Detailed Summary

Harish P

Abductive:



BenchMark

51

Primary Observation

- The candidate might face difficulty while establishing facts & principles for efficient judgment.

Additional Feedback

- The candidate will be unable to deal with flow of information where abductive logic is prevalent for completion of task.

Verbal Ability:



BenchMark

52

Primary Observation

- The candidate needs improvement to achieve proficiency in English comprehension and dialect.
- The candidate needs to inculcate confidence in speech and expression of ideas.

Additional Feedback

- The candidate may not be proficient in handling client content and understanding subtleties.

Plan of action (note for yourself):

Notes to the reader

Aptitude Assessments are in vogue since we knew hiring. This has remained as the core fulcrum of hiring and rightly so. Understanding aptitude is more important these days as we shift from social sciences to mathematical equations in everyday life. Percentages, graphs, numbers are part of every workplace and life today. So are newer technologies, devices and instruments. The ability to apply, predict and provide accurate results from their use can be best determined by assessing cognition.

Benefits of Cognitive Ability Assessment

- » People with high cognitive scores find new things easy to learn.
- » These people can also fit swiftly into multiple roles or execute complex tasks.
- » Finally, it is a better predictor of intelligence and ability to think clearly.

How to decide?

Inductive Reasoning

Focusses on the observation and generates ideas based on the observations. A good example is accounting skills, where it is more important to observe the information and find conformation to existing laws and principles.

Deductive Reasoning

Focusses on the idea and then applies the laws to the observation to find confirmation or effects. Consider engineering or product research where one needs to apply the laws of observe variance and confirm the outcome at a certain point for highest effectiveness.

Abductive Reasoning

This is about observing trends that highlight or showcase a pattern for further insight or research. In both cases of either accounting or engineering, abductive reasoning can be effective for auditing or risk assessment along with new product or service designing.

Verbal Ability

The content across the globe is either in numbers or text. While the above three focus on the skills of numbers and patterns, the ability to decipher meaningful conclusions and insights from text becomes an important skillset for people dealing with textual information like leaders, communicators, sales & marketing people and educators.

Nota Bene: People with high cognitive skills will always find employment. It is hence imperative that their behavior and motivation is measured to understand their chances of attriting in case there is a cultural mismatch or skill appropriation. They are also the ones who get fed up with monotonous work and seek new challenges at the workplace.



People excellence indicator **Analytics**



This report is transmitted for the sole purpose of assessment as per selection as described and provided during selection or creation of the Assessment as per requirements. The report may be used by the user or the Organisation represented by the user in full or part without changing the content, context, score/s and meaning, and after full verification of information enumerated below and provided for by the user in pexitest.com

Pexitics.com retains the right to publish, use all or parts of the report. This report in part or in its entirety may be published, circulated or distributed in print or any other form or function by the user only if due credit is provided alongwith commercial rights approval to Pexitics.com