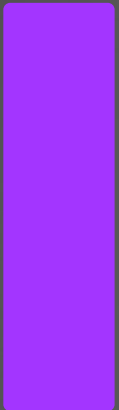




FIVE WAYS TO ELEVATE YOUR COGNITIVE ABILITY TESTING



Cognitive ability: consistently **one of the strongest predictors** of job performance. When used right, cognitive ability tests can give you invaluable information about your candidates. But the wrong test or process can cost you greatly.

Overly lengthy tests, **poor candidate experience**, and **bias against subgroups** - an unfit cognitive ability measure can be a hindrance rather than a help. We have five essential pointers to help you choose a tool that measures cognitive ability the right way. So, you can enjoy the benefits of ability testing, without being burdened by the negatives.

1 Prioritize an engaging candidate experience

You want everyone to have a positive assessment experience whilst staying engaged. Choose assessments designed for a good candidate experience. An **intuitive interface**, **game-like elements**, and **short completion times** can help ease test anxiety and increase engagement.

2 Choose a test that maximizes fairness

Equal opportunity to succeed in assessments is indispensable, and cognitive ability is no different. Make sure your assessment is fair for all group, regardless of group membership, like gender or race. A great way to start is to opt for assessments with **strong predictive validity** and **low subgroup differences**. Your assessment provider should help you to understand these aspects, and how they ensure validity and fairness through their assessments.

3 Measure the right cognitive abilities

Cognitive ability extends beyond just numerical and verbal reasoning. A full spectrum of abilities contributes to a person's general ability, which many standard assessments tend to overlook. Make sure you map out which abilities to focus on for specific roles, so you can select **the right cognitive ability measures** for you.

4 Opt for tests that are optimized for different devices

Research* shows that 77% of candidates were comfortable with taking online assessments via a smartphone. Inevitably, this is ever-growing, with the speed of technology advancements. Older assessments were not built with alternative devices in mind, despite being considered as 'compatible' with mobile. They may not provide a truly equivalent testing experience. Reliable tests will help you identify great talent, so choose tests that are natively **designed and optimized for different devices**.

5 Combine your ability measure with other assessment types

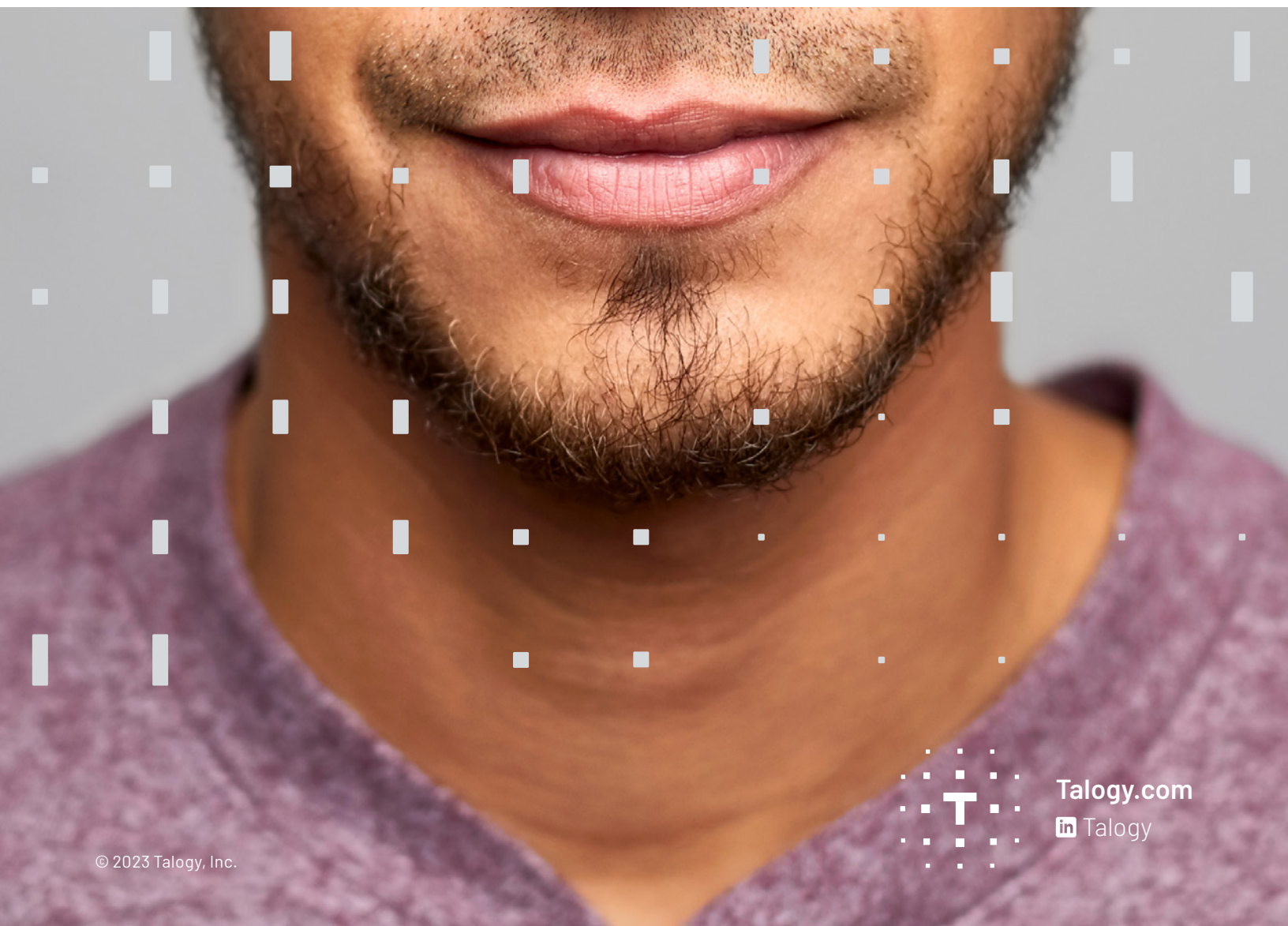
Combining assessment types together, like personality or SJT, strongly **increases the predictive power and minimizes risk for testing bias**. Use multiple approaches to unlock the power of endless data points to help you make better informed decisions.

Introducing Mindgate

The tech-driven test series that brings innovation to cognitive ability measurement

Mindgate is Talogy's data-driven, candidate-centric cognitive ability test series, measuring a range of essential ability domains. Using innovative machine learning and scoring mechanisms, it delivers results with a high level of validity and fairness. The series is optimized for any device and leverages game-like elements to ensure a smooth and engaging candidate experience.

Get in touch to understand if Mindgate could be the right ability test series for your talent needs.



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