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GENERAL COGNITIVE ABILITY TEST (GCAT)

Feedback

Pat Participant

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Introduction

The Assessment

The General Cognitive Ability Test (GCAT) is a measure of cognitive ability. Cognitive ability is important because it influences how quickly somebody can learn, how readily they can adapt, how easily they can understand, and how adeptly they can solve novel problems. It is well established that cognitive ability predicts educational and occupational success and is an important ingredient of future potential. The GCAT assesses ability in the following areas:

- Understanding problems using words
- Logical deduction and induction
- The relationship between numbers
- Discerning patterns and sequences
- Abstract reasoning
- Mental rotation

The Report

The purpose of this report is to give information about your performance on the test. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which you can explore either on your own or with your manager or coach.

Private and Confidential

This is a confidential assessment report. This report was requested for a specific purpose and has influenced the information and conclusions drawn.

Waiver

GCAT is an indicator of ability only. The publishers, therefore, accept no responsibility for decisions made using this assessment and cannot be held responsible for the consequences of doing so.

Profile Summary

General Reasoning

General Reasoning refers to overall General Mental Ability (g) which is an approximate overall indicator of the ability to reason, think logically, and solve problems using words, numbers, and simple images.

Profile Description

- Your overall reasoning result shows that you have performed in the average range when compared to others.
- This suggests that you should be able to cope with day-to-day concepts and issues with little difficulty. While it may take you a little time to fully appreciate more complex problems, you should be able to benefit from further training in this area.

Results in Detail

Abstract Reasoning

Abstract Reasoning looks at the ability to identify logical relationships between abstract forms. It is about understanding information and grasping new concepts. It is not strongly related to previous learning. As such, it can be used to predict intellectual potential and the capacity to be trained.

Profile Description

- Your abstract reasoning result shows that you have performed in the slightly above average range when compared to others.
- This suggests that you should have a strong natural or innate ability and should be reasonably quick to comprehend new, unclear or complex concepts.

Development Recommendations

- Search for conferences or courses that are likely to challenge you.
- Take on assignments that expose you to conceptual thinking.
- Improve your effectiveness when solving problems by changing the way you do things.
- Develop strategies to simplify complex problems for others.
- Try teaching others a skill.
- Help others solve complex problems by asking them to consider the issue from multiple perspectives.

Implication Notes - list possible work implications.

Development Notes - list possible development interventions or actions.

Numerical Reasoning

Numerical Reasoning looks at the ability to spot relationships between numbers. It is about identifying, interpreting, and analysing numerical information. It can be used to predict job performance, especially for roles that work with numbers.

Profile Description

- Your numerical reasoning result shows that you have performed in the slightly above average range when compared to others.
- This suggests that you should be more capable than the average person of dealing with numerical concepts.
- Therefore, you should have little difficulty solving numerical problems of a day-to-day nature and should gain from developing your numerical skills.

Development Recommendations

- Volunteer for assignments that are technical in nature and require the use of numerical and problem-solving skills.
- Utilise your ability in this area to support others with numerical or problem-solving skills.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

Verbal Reasoning

Verbal Reasoning examines the ability to identify relationships between concepts described in words. It is about thinking, reasoning, and solving problems based on verbal concepts. It can be used to predict job performance, especially when it depends on previous learning.

Profile Description

- Your verbal reasoning result is within the average range when compared to others.
- This suggests that you should understand verbal concepts with little difficulty, although you may prefer to have time on your side to effectively deal with more complex verbal problems.

Development Recommendations

- Use a self-questioning strategy when reading complex material which involves asking questions about the subject you are reading.
- Actively read more, especially topics that are new and challenging.
- Subscribe to journals on topics that interest you.
- Join groups that focus on developing communication and oratory skills.
- Build your social connections and engage others in conversation about a wide range of topics.
- Organise your thoughts before communicating them with others and to be sure that you are fully acquainted with any material you are required to communicate with others.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*



Development Plan

Use this section to summarise and document your development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Read your feedback report and take notes.
2. Preparing a list of major concerns and personal goals.
3. If you will meet with a coach or your manager to discuss your development plan, then adopt an open approach where you both consider your actual performance before exploring different development activities and their implications.
4. Take notes and agree on action plans with your coach or manager.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					