

# APTITUDE & ABILITY

*Understanding the mental horsepower of your people*

## WHAT IS THE GENERAL INTELLIGENCE ASSESSMENT?

Understanding the capabilities of your people will equip you to keep them engaged by challenging them to an appropriate level and enable you to identify potential future leaders. The General Intelligence Assessment (GIA) is an aptitude and ability assessment that measures a person's cognitive horsepower. It provides answers to questions such as:

- Can this person think on their feet?
- How adaptable is this person to change?
- Can they cope with the mental demands of the job?
- Could this person be a high flyer?
- Is this person a problem solver?
- To what extent can we develop this person using training?
- Is this person sufficiently challenged?
- Do they have the capacity to handle greater mental demands in their role?
- Could this person drive change in the organisation?



*“Within one year of using the assessment (GIA), turnover in Customer Operations was down by 12% and there continues to be improvements year on year. In fact, since introducing the new recruitment process, turnover has almost halved. This has been thanks to attracting and selecting candidates that are of the right calibre to begin with.”*

*- Opus Energy*

## HOW CAN GIA HELP YOU?

### Recruit candidates who will hit the ground running

- Understand how quickly candidates will learn and retain new skills and procedures
- Reliably predict a candidate's potential to grasp or develop into a new role

### Ensure your people are sufficiently challenged

- Understand what level of challenge is appropriate for each of your people
- Use this information to motivate and engage them

### Understand how to develop through training

- Gain an insight into which of your talent will respond best to development activities and how open they will likely be to development

### Identify potential leaders who have the skills to drive change

- Identify those in your business with the potential to drive and manage change

# WHAT YOU GET WITH YOUR GIA REPORT

The GIA report gives you information around how accurately and quickly the person is able to handle:

- Reasoning
- Perceptual speed
- Numbers
- Word meaning
- Spatial visualisation

The overall percentile score shows an estimate of a person's general speed of learning, reflecting their performance on all five of the GIA's tests. It provides you with an insight into a person's response to training, mental processing speed, concentration and fast-track potential.

**Assessment type:** Aptitude & ability

**Time to complete:** 30 minutes

**Format:** 5 Tests

**Training required:** International GIA Accreditation

**Validation:** Registered with the British Psychological Society



## GET IN TOUCH


If you would like to find out more about using the GIA to measure cognitive ability, get in touch today.

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