

Example van Example



Introduction

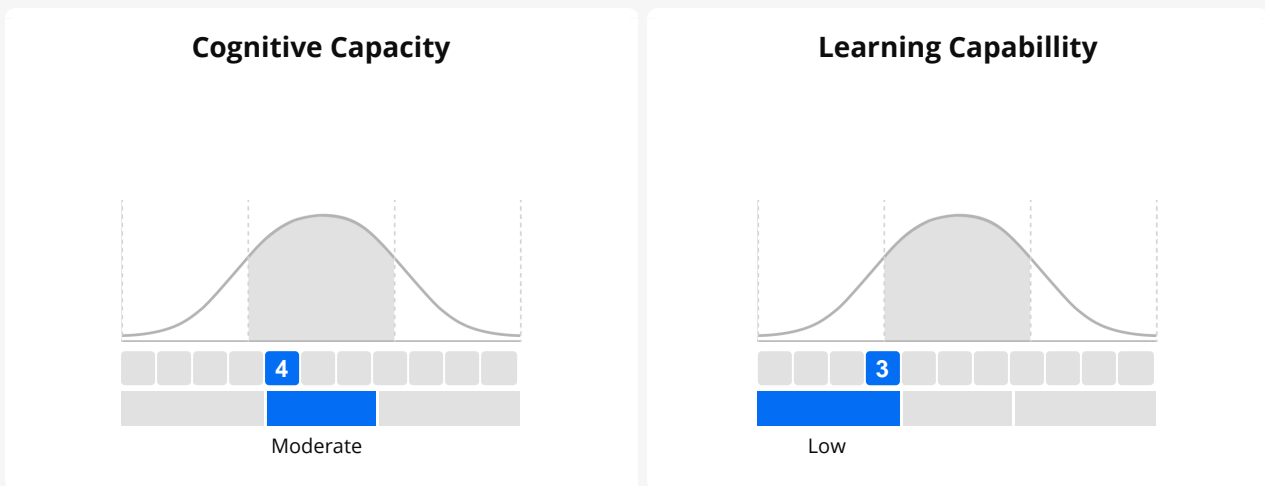
Logics is an in-depth and nuanced analysis of general and specific mental ability. The assessment has been developed and validated to provide insight into employees' and managers' cognitive capacity and decision styles as a way of ensuring the best possible preconditions for a good match between job and person.

Completion Time:

Candidate completed the test in 30 minutes (out of 30 minutes).

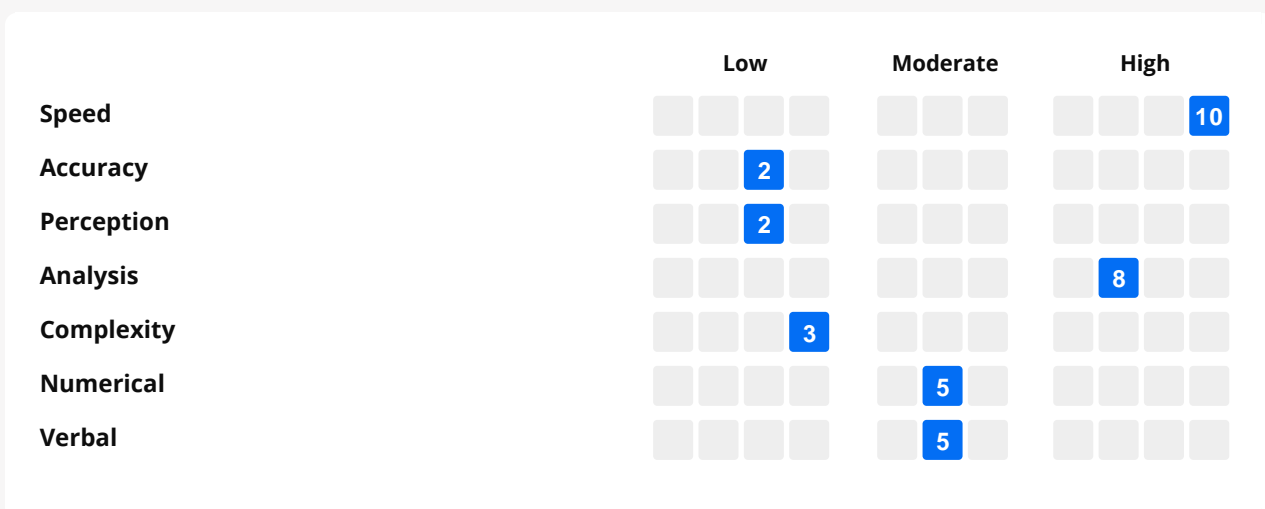
General mental ability

These insights show how effectively an individual understands new information, solves problems, and learns.



Specific mental ability

Specific mental ability reflects a person's strengths across different types of problem-solving. It includes areas such as speed, accuracy, logical reasoning, verbal and numerical skills.

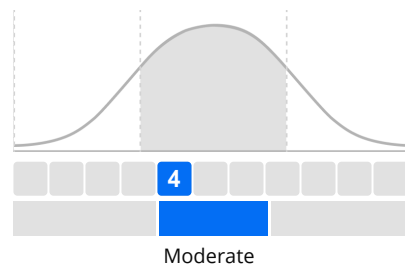


General mental ability

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Cognitive Capacity

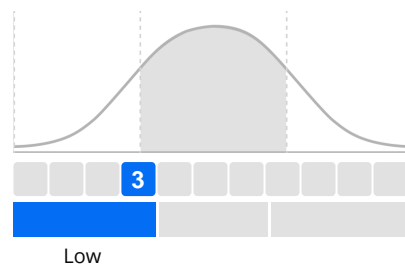
The ability to quickly and precisely solve different tasks (known as the g factor).



Copes well with abstract, verbal, and numerical reasoning tasks that require logical processing and problem-solving of comprehensive and faceted information. Some cognitive tasks may take time and effort, but they will generally be handled successfully.

Learning Capability

The ability to learn new things and solve novel logical problems.



May benefit from introduction and supervision when learning new things and may need repetition or additional time to acquire new knowledge.



Specific mental ability

Specific mental ability reflects a person's strengths across different types of problem-solving. It includes areas such as speed, accuracy, logical reasoning, verbal and numerical skills.

Decision style

Information about a person's problem-solving strategies based on the prioritisation of speed and accuracy in the person's completion of the entire logical test.

Speed

The speed at which decisions regarding solutions and tasks are made.



Quickly comes to decisions when presented with cognitive tasks, is fast in thought and action and generally a rapid decision maker.

Accuracy

The ability to conceive and derive correct solutions.



Tends to reach inaccurate conclusions when solving cognitive problems, often makes many mistakes and may have a superficial way of working.



Logical capacity

Information about a person's fluid intelligence based on abstract reasoning tasks that examine the ability to understand, analyse, and handle complex information when exposed to novel logical problems.

Perception

The ability to perceive and observe logically.



Has some challenges perceiving abstract patterns, may overlook key elements and sometimes struggles to comprehend logical tasks.

Analysis

The ability to think and conclude logically.



Concludes rationally and logically on the available data, often approaches tasks methodically, and processes logical information in a systematic way.

Complexity

The ability to understand and solve complex tasks.



Has some difficulty processing multiple information simultaneously, easily loses track, and can have difficulty solving very complicated tasks.



Skills

Information about a person's crystallised intelligence that examines verbal and numerical reasoning skills based on tasks which require prior knowledge to solve them properly.

Numerical

The sense of mathematics and calculations.



Has a basic understanding of numbers and is able to solve some numerical tasks but may be challenged by other mathematical problems.

Verbal

The sense of language and grammar and the ability to use the language correctly.



Has a good language proficiency and understanding of the chosen test language, but may make some linguistic mistakes or lack some vocabulary.



Response patterns

In the table below, you will find in-depth information about the person's response patterns during the completion of Logics. This information adds context to the scores and helps you form more qualified hypotheses about the person's strengths and weaknesses as well as their decision style.

	Answered	Correct answers	Wrong answers	Skipped	Not seen	Speed	Score
Learning Capability						Quick	3
Speed	100%			0%			10
Accuracy		46%					2
Perception	100%	20%	80%	0%	0%	Quick	2
Analysis	100%	68%	32%	0%	0%	Quick	8
Complexity	100%	30%	70%	0%	0%	Quick	3
Numerical	100%	44%	56%	0%	0%	Quick	5
Verbal	100%	50%	50%	0%	0%	Average	5

When a field is greyed out it means that parameter is not measured for that scale.



What does Logics measure?

Logics measures the ability to reason, analyse, and solve logical problems of varying complexity and is an in-depth and nuanced assessment of overall cognitive capacity and learning capability. These characteristics vary between individuals and are important in a work context. The aim is to gain insight into your strengths and work approach through an understanding of your cognitive abilities, thereby ensuring the preconditions for your well-being and performance at work.

How to interpret a result on Logics

- The result is based on a comparison to a group of individuals who have also completed Logics, a so-called norm group. Information regarding the norm group applied for the interpretation of the result may be provided by your test administrator.
- The norm group constitutes a distribution of scores with each end of the scale being defined in short terms. Your result is indicated by a color mark.
- Please be aware that scores are normally distributed across the scale, meaning that 50% of all candidates will have scores leaning towards the left and 50% will have scores leaning towards the right.
- If the scores are closest to the left, it means that the overall performance on the test was lower than most people in the norm group. 23% of the norm group falls within this category.
- If the scores are closest to the middle, it means that the overall performance on the test was equal to most people in the norm group. 54% of the norm group falls within this category.
- If the scores are closest to the right, it means that the overall performance on the test was higher than most people's in the norm group. 23% of the norm group falls within this category.

Remember this when reading about your result

It is important to note that scores can't always be interpreted as unambiguously positive or negative. The individual scores should always be assessed in relation to a specific job. In order to interpret the Cognitive Capacity score correctly, it is important to be aware of the relationship between Speed and Accuracy as well as the overall amount of time spent on the assessment, as both elements are paramount to the calculation of the score. Although the capabilities measured by Logics are important in a work context, there are other important characteristics and circumstances, which affect behaviour and performance in the workplace. The result may be affected by several factors during the test session. Misunderstanding of instructions or not being genuinely motivated to make an effort may affect the results. Test scores are never exact; there are always circumstances that can cause measurement errors.

Using Logics as the basis for an interview

This part of the report provides suggestions for questions you can use when giving feedback for the specific test result. The questions contribute to a nuanced understanding of the test subject and open up a dialogue about the person's decision-making style, learning style, strengths, weaknesses, and compensation strategies. The questions in the report should be seen as inspiration for feedback. We recommend that you select the questions that provide the greatest value in the context in which the assessment is used. It is important to be aware that the questions have been selected based on the individual's test results. In addition, it may be relevant to compare the amount of incorrect answers to the number of questions viewed, and assess the result based on that.

Feedback on Logics

When giving feedback on the Logics, it is important to make the job the starting point – regardless of whether the analysis is used in connection with recruitment, management, personal development, team processes or something else. Prior to a feedback, it is therefore important that you consider what is crucial for success in the job, so that you can focus the feedback on these areas. The question guide is not intended to be followed slavishly, or as a substitute for general preparation.

Initial questions for feedback

Inspiration for questions that can be asked before the actual feedback:

- Have you tried answering a similar assessment before?
- What was your strategy for answering the questions in the test?
- How did your strategy change along the way?
- How did you prioritise your time?
- What did the time pressure mean for your approach to completing the tasks?

Learning Capability

Low score on Learning Capability

- For you, what is the most difficult part of learning something new?
- What does it take for you to become truly familiar with a task?
- How well do you deal with very varied work tasks?

Speed

High score on Speed

- How do you prioritise tempo and progress in relation to quality?
- Provide an example of a task that you should have spent more time on.
- How well do you deal with working with colleagues who work more slowly than yourself?

Accuracy

Low score on Accuracy

- What do you do to avoid mistakes in your work?
- How well do you deal with having to figure out a task by yourself?
- How important is it for you to have room for mistakes in a workplace?



Perception

Low score on Perception

- What do you do to make sure you understand a task correctly before you start?
- How do you prefer that a new task is assigned to you?
- Provide an example of a task that you turned out to have misunderstood.

Analysis

High score on Analysis

- How well do you deal with established procedures and instructions?
- What do you do to ensure that your solutions are well thought out?
- How do you feel about colleagues who do not work as methodically?

Complexity

Low score on Complexity

- How do you feel about work tasks that require you to handle a lot of information at once?
- How do you handle very complex tasks?
- What do you do to make sure you do not lose track of time when you are busy?

Numerical

Moderate score on Numerical

- To what extent does it motivate you to work with numbers and calculations?
- Provide an example of a work assignment that really challenged your numerical skills.
- In what way does your numerical understanding contribute to the quality of your work?

Verbal

Moderate score on Verbal

- To what extent does it motivate you to work with communication?
- Provide an example of a task where you paid extra attention to communicating flawlessly.
- What do you do to ensure the quality of your work when you have to communicate something important?