

Aptitude Assessment

Understanding the aptitude
and ability of your people

Cognitive aptitudes have been widely acknowledged as the strongest predictors of job success. Many organisations consider a person's aptitudes when benchmarking talent to predict how people will perform in a specific role. Pre-employment tests of cognitive aptitudes are highly successful at identifying the candidates who are most likely to succeed in their roles.

What is aptitude?

Very simply put, an aptitude is the ability to do something to a high standard. An exceptional aptitude for something can be considered a talent. Cognitive aptitudes contribute to a person's general intelligence, their ability to learn quickly and solve problems in many different scenarios. Aptitudes are quite different to IQ, which is a measurement of how intelligent an individual is against specific academic, rather than general criteria. While relatively few organisations measure either during their recruitment process, measuring cognitive aptitudes is much more applicable to an employment scenario.



The Thomas Aptitude assessment consists of five online tests of simple cognitive abilities that rely on processes such as thought, language, decision making, learning and memory.

The five components of the Aptitude assessment (previously known as the GIA, or General Intelligence Assessment) are:

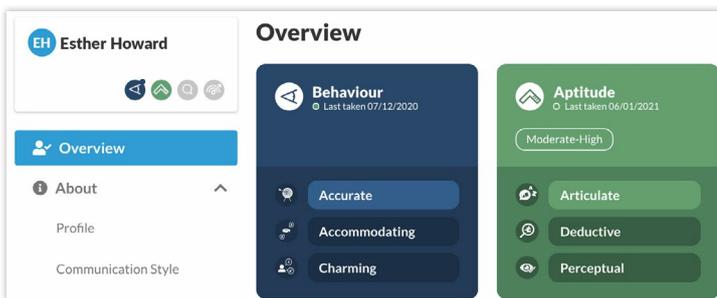
- **Deductive** - testing the individual's ability to reason
- **Perceptive** - this evaluates their ability to detect errors
- **Numerate** - how are they at processing numbers?
- **Articulate** - in this their vocabulary and understanding of words are tested
- **Conceptual** - measures their spatial and mechanical reasoning as well as their ability to process visual information

It was developed over a period of 15 years by Dr Peter Dann in the Human Assessment Laboratory at the University of Plymouth. Recognising the importance of measuring aptitude in candidates and employees, Thomas integrated the assessment into its product suite in 2006.

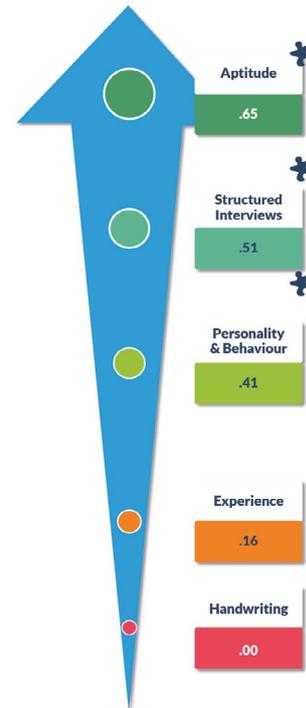
Why measure aptitude?

Measuring the aptitudes of a candidate helps you to understand if that individual will be able to quickly grasp the requirements of the role. It can give you an insight into whether they have the capacity to adapt to new challenges, and if they would be suited to drive change through your organisation. This insight makes it easier to select the right candidate for the role by placing an objective filter on their ability, regardless of their IQ score, qualifications, and past experience. That's not to say that IQ, qualifications and experience are unimportant, but they're not the best predictor of potential performance in a role. It's widely acknowledged that not everyone excels at school, and that results from standard national exams or industry-accepted tests aren't the best way to understand an individual's capabilities, the level of challenge they need to keep them stimulated and committed, or whether they will respond well to development activities.

Research by the American Psychology Association inc. Frank L. Schmidt & John E. Hunter (1998) reviewed 85 years of research and found that higher cognitive ability, or aptitude as it is also called, as measured by the Thomas Aptitude assessment, is directly linked to higher employee productivity and performance in role.



Psychological factors have some of the **strongest relationships with overall success at work.**

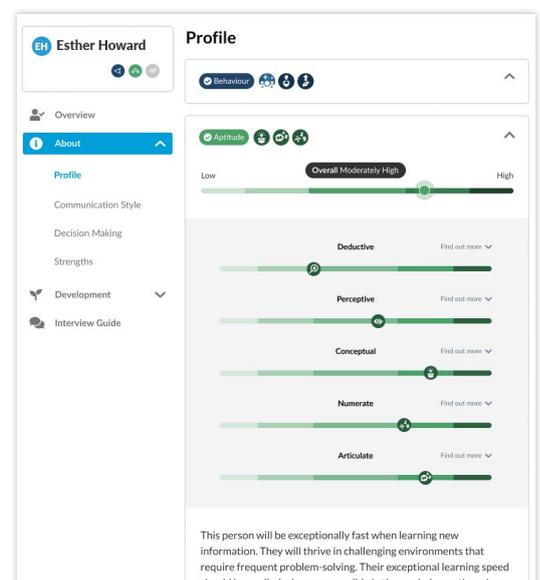


Aptitude assessments can also be used with existing employees to determine which high performers might be suited to a leadership role, and to identify those best suited when filling roles through internal recruitment. When used alongside other assessments to get a deep insight into an individual's behavioural and personality traits, this can help to ensure that the company and role fit is taken into consideration alongside their potential for future success in the role.

How can the Aptitude assessment help you?

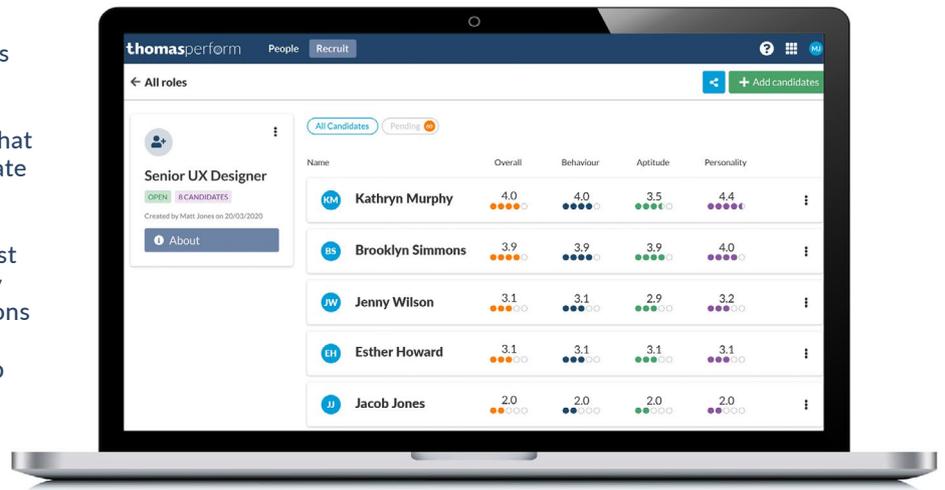
Thomas' Aptitude assessment looks at an individual's speed of processing information and ability to learn and develop new skills and is used for a variety of purposes: recruitment, retention, development, management, identifying training needs, career guidance, succession planning and benchmarking. Aptitude tests can provide the answers to questions such as:

- > Can this person think on their feet?
- > Can they cope with the mental demands of a role?
- > How able are they to thrive in a high change or dynamic environment?
- > Could this person be a high-flyer?
- > Is this person a problem solver?



Testing for aptitude gives you a reliable and objective way to filter for applicants who have the right mindset for the role you're hiring for, as well as your organisation. Some of these skills will be vital in certain job functions, while others may be less essential. For example, a finance manager should be very numerate, but this skill is likely to be less important if you were hiring a graphic designer.

The Thomas talent assessment platform allows you to create a job profile for each role you're recruiting for, where you define the required aptitudes, behavioural and personality traits that you'd like the ideal candidate to have. Candidate and employee assessment results can then be compared against this profile using simple to understand star ratings to see which is the best fit. A dynamic interview guide is automatically created for each candidate, containing questions designed to help you delve into gaps between the candidate's assessment results and the job profile that you've created.



Aptitude

Last taken 19/09/2019

Conceptual Articulate Perceptive

You will be exceptionally fast when learning new information. You will thrive in challenging environments that require frequent problem-solving. Your exceptional learning speed should be applied whenever possible in the workplace, otherwise you will get bored when you don't have intellectually stretching work. In a group setting, you will work extremely quickly and others may find it difficult to keep up. You may get frustrated with people who do not learn information as quickly as you do.

In addition to this, your candidates receive instant feedback within Thomas Profile upon completion of the assessment, providing valuable self-awareness through points to consider and strategies to improve their effectiveness.

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Thomas assessments play a pivotal role in creating and driving the positive culture and in finding people with the right fit for the sales roles. The Thomas tools have contributed towards a very low turnover rate of 4% in the business.

Kelly Guilmette, Talent Acquisition Consultant, Farm Credit Canada