

# Interpreting High and Low Scores in Thomas' Aptitude Assessment



Aptitude has been widely acknowledged as the most important predictor of job success. Thomas' Aptitude assessment, the GIA, can help to predict how quickly an individual will get to grips with a new role or regime. It also gives insight into how to support your team members in areas which may not be their strongest.

Our Aptitude assessment gives you insight into five key areas of an individual's aptitude, helping you understand how Deductive, Perceptive, Numerate, Articulate or Conceptual they are.

High Score

GIA Factor

Low Score

**Likely to be** able to quickly draw correct conclusions

**Suited to:** Situations which require dealing with a lot of new problems



Reasoning

**Likely to be** slower than most people at understanding or interpreting the information provided

**Supporting strategy:** Give adequate time and support for drawing conclusions – don't expect instant responses

**Likely to have** excellent attention to detail and quickly recognise important details from irrelevant ones

**Suited to:** Roles requiring high levels of accuracy and scrutiny of new problems



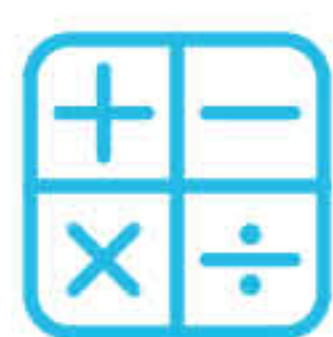
Perceptual  
Speed

**Likely to be** slower than most to identify inaccuracies in written material, numbers and diagrams

**Supporting strategy:** Remove time pressure when accuracy is important

**Likely to be** able to process data quickly without requiring spreadsheets or a calculator

**Suited to:** Situations needing lots of sums and numerical processes to be carried out mentally



Number Speed  
& Accuracy

**Likely to be** lacking in confidence when dealing with quantitative concepts

**Supporting strategy:** Give numerical information in different ways such as charts, pictures, written summaries

**Likely to be** able to explain ideas as fluently in writing as verbally

**Suited to:** Roles requiring high levels of communication across many levels



Word  
Meaning

**Likely to be** poor at comprehending a large number of words

**Supporting strategy:** Use simple language and give examples when sharing instructions

**Likely to be** able to imagine concepts in design and imaging

**Suited to:** Working with charts, maps and turning visual concepts into reality



Spatial  
Visualisation

**Likely to be** poor at interpreting diagrams and shapes

**Supporting strategy:** Provide written instructions in addition to charts and plans