

# Core Abilities Assessment

A quick online assessment of general abilities:  
verbal, numerical and abstract reasoning

MORE INSIGHT  
MORE IMPACT™

A large, abstract graphic in the bottom right corner consisting of multiple overlapping, concentric-like rings of thin green lines. The lines are arranged in a way that creates a sense of depth and movement, resembling a stylized eye or a complex geometric pattern.

# Core Abilities Assessment

## A quick online assessment of general abilities: verbal, numerical and abstract reasoning

Entry level staff and individual contributors | 15 minutes

### Zoom in on:



- A person's verbal, numerical, and abstract reasoning skills
- Candidates who can learn new jobs and procedures quickly

Core Abilities Assessment is an online test derived from the highest quality items from the DAT for Personnel and Career Assessment (DAT for PCA 1991). It contains:

Practice questions and 6 x Verbal, 7 x Numerical and 7 x Abstract Reasoning questions (see example questions overleaf)

A scored report is automatically produced.

With more application forms and CVs for an average job than ever before, managers don't need more applicants, they need screening tools to quickly identify the best ones. More effective than a phone screen, the Core Abilities Assessment measures an individual's verbal, numerical and abstract reasoning skills - the building blocks for success in any job. The score provides insight into someone's ability to learn and perform on the job. Core Abilities can help highlight the applicants who should advance to the next stage or interview.

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### Who is it for?

Use the Core Abilities Assessment to screen staff in all industry sectors at the following levels:

- Apprentices
- Retail Assistants
- Office Managers
- Customer Service roles
- Call centre staff
- Frontline Supervisors and New Managers

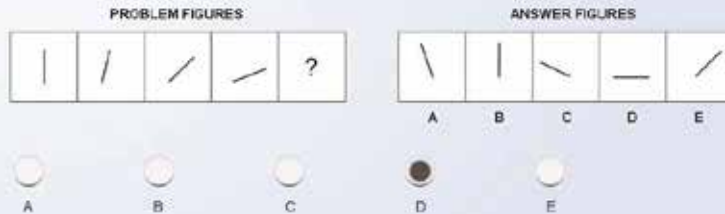
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**Uses:** Selection, job alignment and performance

## Example Test Questions

### Abstract Reasoning

You will also see rows of designs or figures like the example below. Each row across the screen is one problem. Each row consists of four figures called Problem Figures and five called Answer Figures. The four Problem Figures make a series. You are to find out which one of the Answer Figures would be the next (or the fifth one) in the series of Problem Figures. Here is an example:



In this example, note that the lines in the Problem Figures are falling down. In the first square, the line stands straight up, and as you go from square to square, the line falls more and more to the right. In the fifth square, the line would be lying flat, so the correct answer—chosen from among the Answer Figures—is D. Therefore, D has been selected.

### Numerical Ability

The test also includes numerical problems. Under each problem, there are five answers. You are to pick out the correct answer and click on the corresponding answer button. If you do not find a correct answer among the first four choices, click on none of these, which means that a correct answer is not among the first four choices. Only one answer should be selected for each problem. Do your figuring on scratch paper and reduce fractions to the lowest terms. Here is an example:

Example : Add

13  
12

- 14
- 16
- 25
- 55
- none of these

In this example, 25 is the correct answer, so the circle with 25 has been selected.

**Remember**—Each answer must be reduced to its simplest terms. For example, if two choices are  $1/10$  and  $1/20$ , only the  $1/10$  is correct.

### Verbal Reasoning

The test includes sentences that have the first word and the last word left out. You are to pick out the words that will fill the blanks so that the sentence will be true and sensible. You are to choose from among five pairs of words to fill the blanks. The first word of the pair you choose goes in the blank space at the beginning of the sentence; the second word of the pair goes in the blank at the end of the sentence. When you have picked the pair to fill in the blanks, click on the circle that corresponds with the correct answer. Here is an example:

..... is to water as eat is to .....

- continue — drive
- foot — enemy
- girl — industry
- drink — food
- drink — enemy

Drink is to water as eat is to food. Drink is the first word of the pair and food is the second word of the pair, so the circle with drink—food has been selected.