ELITE INTELLECT PROFILE

Joe Sample

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What the Elite Intellect Profile Measures

Research from the testing literature regarding intelligence consistently shows that cognitive ability is a valid predictor of job performance, learning ability and training success, across most, if not all, jobs.

The Elite Intellect Profile helps employers accurately test a candidate's level of general cognitive ability. More specifically, the test measures the individual's potential to be trained, to effectively and efficiently solve problems, to communicate clearly and to comprehend complex relationships.

The areas assessed by this Profile are:

Mathematical and Logical Reasoning	Mathematical and Logical Reasoning measures the degree to which the individual is likely to reason logically and to understand and solve basic to more complex mathematical, logical and abstract problems. While research has shown that logical reasoning is important for most jobs, this ability is especially critical for jobs requiring analytical problem solving.
Verbal Reasoning	Verbal Reasoning measures the degree to which the individual understands relationships among written or spoken words, which includes word comprehension and associations. This ability is especially important for jobs requiring quick and fluid thinking and jobs requiring that conclusions be drawn from moderate to complex verbal or written communications.

Interpreting the Elite Intellect Profile

The following page presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.
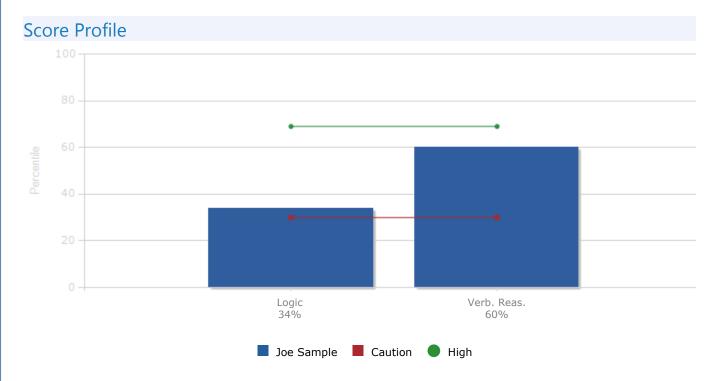
Total Score Summary

Caution	**Average**	High
	47%	

Total Score Interpretation

This individual's overall Elite Intellect Profile score is moderate when compared with candidates within the comparison group. Those scoring at the higher end of this range tend to demonstrate average to moderate problem-solving skills and demonstrate adequate learning ability. They can generally make inferences based on information observed or communicated, but more details and direction may need to be provided to them than for those scoring in the Elite range. In addition, those scoring at the lower end of this range may demonstrate less capacity to problem solve effectively and efficiently and may learn at a slower pace. They are likely to find it more difficult to make intelligent inferences based on information provided to them. More in-depth interviewing and reference checks focusing on general aptitude may be a good idea for this candidate, particularly if he/she scored below the 50th percentile.

Score Profile

Legend: Joe Sample · Caution · High

Logic 34% | Verb. Reas. 60%

The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.
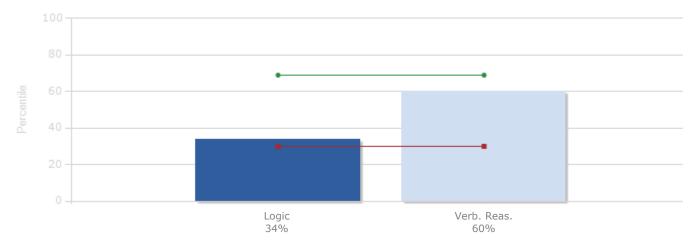
Mathematical and Logical Reasoning

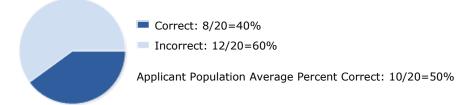Caution   **34%**   High

Average

Score Details

Mathematical and Logical Reasoning measures the degree to which the individual is likely to reason logically and to understand and solve basic to more complex mathematical, logical and abstract problems. While research has shown that logical reasoning is important for most jobs, this ability is especially critical for jobs requiring analytical problem solving.

Joe Sample scored in the **34th** percentile on Mathematical and Logical Reasoning (Average), meaning Joe scored lower than 66 percent of other candidates who have completed this assessment.

Logic
34%

Verb. Reas.
60%

Skill Level

The graphic below shows the percentage of test items the candidate answered correctly along with the average percentage correct for all other candidates who have taken this assessment. This illustration is useful for assessing the degree of skill/knowledge the individual displayed and how it relates to others who have taken this assessment.

Correct: 8/20=40%

Incorrect: 12/20=60%

Applicant Population Average Percent Correct: 10/20=50%

Expected Job Behaviors

- This individual often uses logic and reasoning when problem solving.
- He/she may be more challenged by difficult, more complex problems than those who score in the High range.

- He/she often demonstrates some facility with numbers and mathematical concepts.
- This individual's mathematical and logical reasoning score is consistent with most other candidates.
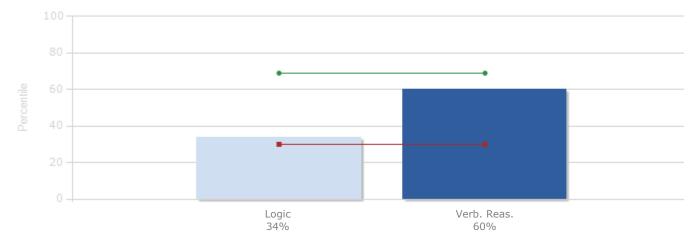
Verbal Reasoning

Caution   **Average**   High
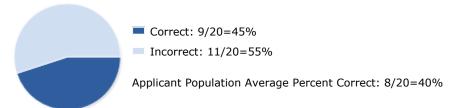
60%

Score Details

Verbal Reasoning measures the degree to which the individual understands relationships among written or spoken words, which includes word comprehension and associations. This ability is especially important for jobs requiring quick and fluid thinking and jobs requiring that conclusions be drawn from moderate to complex verbal or written communications.

Joe Sample scored in the **60th** percentile on Verbal Reasoning (Average), meaning Joe scored better than 60 percent of other candidates who have completed this assessment.

Logic
34%

Verb. Reas.
60%

Skill Level

The graphic below shows the percentage of test items the candidate answered correctly along with the average percentage correct for all other candidates who have taken this assessment. This illustration is useful for assessing the degree of skill/knowledge the individual displayed and how it relates to others who have taken this assessment.

■ Correct: 9/20=45%

■ Incorrect: 11/20=55%

Applicant Population Average Percent Correct: 8/20=40%

Expected Job Behaviors

- This individual understands moderately complex verbal or written instructions.
- Demonstrates lower ability in this area with higher level communications and tasks than those who score in the High range.

- He/she can generally make inferences based on verbal/written information.
- This individual's verbal reasoning score is consistent with most other candidates.

Elite Intellect Profile and IQ

IQ (Intelligence Quotient) is a general indicator of an individual's intelligence level. The following chart indicates the approximate IQ score of the candidate based on his/her Elite Intellect Profile raw score. This equivalency is calculated based on research that compared the Elite Intellect Profile scores with those of the Wechsler IQ Test (a 1.5 hour assessment of IQ). The Wechsler is recognized as the premier assessment for the measurement of IQ.
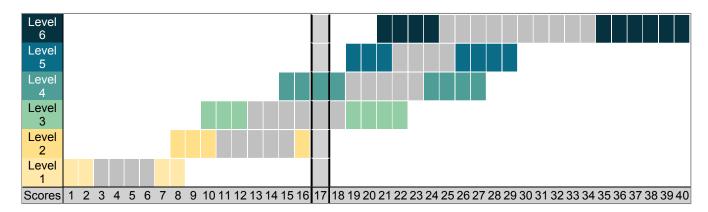
Also included are general job tasks that can be expected for each IQ score range presented. These are general descriptions. Some cross over between adjacent ranges is expected.
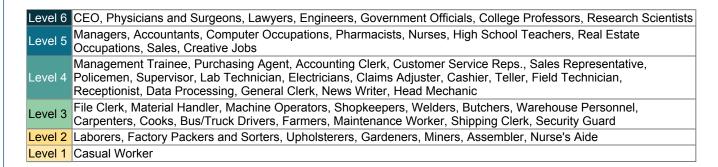
IQ	Description
122+ 121 120	**Superior Intelligence** Able to collect own information to make inferences. Able to perform analyses based on logic and reason. Offers innovative solutions to problems.
119 118 117 116	**Very Intelligent** Able to learn complex tasks. Thinks quickly and can problem solve effectively. Is able to engage in tasks involving decision making.
115 114 113 112 111	**Above Average Intelligence** Able to learn from written materials. Can be trained on tasks of moderate to high complexity (i.e., tasks involving problem solving and moderate decision making). Generally a quick learner.
110 109 108 107 106 105 104 103 102 101 100 99 98 97 96 95 94 93 92 91 90	**Average Intelligence** Able to learn by doing and from written material. Trainable as long as the task is not overly complex. Decision making situations should be supervised periodicallly. Problem solving ability is moderate.
89 88 87 86 85 84 83 82 81 80	**Below Average Intelligence** Able to be trained to perform routinized hands-on, simple tasks without supervision. Decision making tasks should be limited.
75 74 73 72 71 70 69 or less	**Low Intelligence** Limited ability to be trained. Can only perform routinized, simple tasks under supervision.

Elite Intellect Profile and Job Fit

Research examining the average intelligence levels of individuals within various occupations has found significant differences between job levels. The following table offers general guidelines with respect to samples of occupations that have been associated with various levels of intelligence. The raw score obtained by the candidate on the Elite Intellect Profile is highlighted by the vertical bar. The bar indicates where the score falls with respect to the general intelligence ranges of individuals within the various job categories/levels presented. The middle range for each job level indicates the optimal score range for that level.

Level	Occupations
Level 6	CEO, Physicians and Surgeons, Lawyers, Engineers, Government Officials, College Professors, Research Scientists
Level 5	Managers, Accountants, Computer Occupations, Pharmacists, Nurses, High School Teachers, Real Estate Occupations, Sales, Creative Jobs
Level 4	Management Trainee, Purchasing Agent, Accounting Clerk, Customer Service Reps., Sales Representative, Policemen, Supervisor, Lab Technician, Electricians, Claims Adjuster, Cashier, Teller, Field Technician, Receptionist, Data Processing, General Clerk, News Writer, Head Mechanic
Level 3	File Clerk, Material Handler, Machine Operators, Shopkeepers, Welders, Butchers, Warehouse Personnel, Carpenters, Cooks, Bus/Truck Drivers, Farmers, Maintenance Worker, Shipping Clerk, Security Guard
Level 2	Laborers, Factory Packers and Sorters, Upholsterers, Gardeners, Miners, Assembler, Nurse's Aide
Level 1	Casual Worker

Interpretation Guidelines

Scores that fall within a particular job category indicate that the candidate has the intellectual capacity to perform the requirements of the jobs within that category. The gray area indicates the ideal score range for that particular job category. Scores within this range indicate a good match between the candidate's cognitive skills and those required of the job.

Scores that fall to the left of the gray areas, particularly when they fall outside of a particular job category range, indicate a higher probability that the candidate will struggle to meet some of the intellectual requirements of the jobs within those categories. These candidates will need to work harder to understand and accomplish the more intellectually challenging aspects of the job. Therefore, specific expectations should be discussed with the candidate with regard to these more challenging requirements.

Scores that fall to the right of the gray area, particularly when they fall outside of a particular job category range, indicate a higher probability that the candidate will find the job to be less intellectually challenging. These candidates might be better suited from an intellectual standpoint for a higher level position. Their intellectual level may result in boredom if the job they are being considered for is not mentally challenging enough. Specific job tasks and routines should be discussed with the candidate so that they understand the level of their responsibilities. Realistic job growth opportunities should also be discussed.
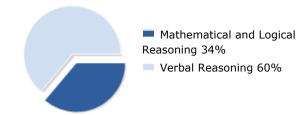
Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.
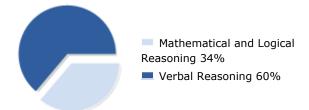
Mathematical and Logical Reasoning

- Engage the individual in problem solving tasks but expect him/her to be challenged at times.
- Determine the level of task complexity he/she can handle efficiently and assign and monitor work accordingly.
- Given his/her average level of cognitive skills, he/she should be able to handle most moderately complex problem solving situations.

■ Mathematical and Logical Reasoning 34%

■ Verbal Reasoning 60%

Verbal Reasoning

- Expect the individual to be challenged at times by more complex tasks.
- Monitor his/her speed and accuracy when performing the more intellectually demanding jobs. And determine if they are able to perform at the required level. Make adjustments to work responsibilities as needed.
- Given his/her average level of verbal reasoning, he/she should be able to handle most moderately complex communication-related tasks.

■ Mathematical and Logical Reasoning 34%

■ Verbal Reasoning 60%

Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

Mathematical and Logical Reasoning

Question:

Do you prefer job responsibilities that involve logical thinking and the use of math or do you prefer work that is less complex. Give past work examples.
Response Notes:

Response Expected of a Poor Performing Employee		Response Expected of a Satisfactory Employee		Response Expected of an Excellent Employee	
1	2	3	4	5	6	7

Question:

Describe for me times when you have had difficulty performing tasks that involved some type of logical thinking or use of math. What is it that gave you such a hard time?
Response Notes:

Response Expected of a Poor Performing Employee		Response Expected of a Satisfactory Employee		Response Expected of an Excellent Employee	
1	2	3	4	5	6	7

Verbal Reasoning

Question:

Describe past work experiences where you had trouble drawing conclusions based information that was presented verbally or in writing. What did you do?
Response Notes:

Response Expected of a Poor Performing Employee		Response Expected of a Satisfactory Employee		Response Expected of an Excellent Employee	
1	2	3	4	5	6	7

Question:

Tell me about work you have performed that required the quick interpretation of written instructions or manuals and the troubles you faced trying to understand what you were to do.

Response Notes:

_____

_____

_____

Response Expected of a Poor Performing Employee		Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee	
1	2	3	4	5	6	7

Sum of Ratings

Number of Questions Rated

Average Rating

(Sum of all ratings divided by the number of questions rated.)