

# PSYCHOMETRIC ASSESSMENTS

POWERED BY:



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# GENERAL INTELLIGENCE ASSESSMENT (GIA)

## MEASURING MENTAL HORSEPOWER

At Emmerson Kitney, we know that a CV only tells half the story. The GIA is an aptitude and ability assessment that measures a person's "cognitive horsepower". In **under 10 minutes**, this assessment provides a scientific window into how a candidate processes information and adapts to new challenges.

## THE WHAT?

### CAN THEY THINK ON THEIR FEET?

Measure a candidate's ability to react to changing requirements in real-time.

### LEARNING AGILITY:

Understand how quickly candidates will master and retain new skills or procedures.

### MENTAL DEMANDS:

Determine if an individual has the capacity to handle the specific cognitive pressures of the role.

### PROBLEM SOLVING:

Identify natural problem solvers who can drive organizational change.



## THE WHY?

## THE COMPETITIVE ADVANTAGE.

### REDUCE TIME-TO-COMPETENCE:

Hire candidates who "hit the ground running" by accurately predicting their potential to grasp new roles.

### IDENTIFY FUTURE LEADERS:

Use objective data to find "high flyers" with the mental processing speed required for senior positions.

### VALIDATED RESULTS:

The GIA is registered with the British Psychological Society, ensuring your hiring decisions are backed by enterprise-grade science.

### DETAILED INSIGHTS:

Reports provide specific scores on Reasoning, Perceptual Speed, Number Speed & Accuracy, Word Meaning, and Spatial Visualisation.

## READY TO RECRUIT DIFFERENT?

Contact one of the EK Team today.

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