

# Measure a candidate's ability to make decisions, solve problems and learn



**SMART** is a new adaptive module of reasoning tests designed to measure an individual's specific reasoning skills useful in problem-solving, learning and decision-making. Unlike a traditional test, an adaptive assessment will adapt the difficulty level of the questions presented to the test-taker according to how they answered the previous questions.



students, entry to mid-level employees, management and technical positions



English, French, Spanish



Logical: 16 questions  
Verbal: 14 questions  
Numerical: 12 questions



Logical: 12 minutes  
Verbal: 7 minutes  
Numerical: 18 minutes

## OBJECTIVES

- Recruitment
- Selection in universities and business schools
- Internal mobility

## KEY FEATURES

- allows a more objective evaluation of a candidate's intellectual ability
- evaluates specific reasoning skills
- integrated social desirability scale
- the adaptive format enhances test-taker experience

## DETAILS

### Verbal Reasoning

The questions in the format of verbal analogies assess an individual's ability to infer logical relationships between words based on similar relationships that are represented by different word pairs.

### Logical Reasoning

The questions presented as a matrix evaluate an individual's ability to use logical reasoning to find links within presented sequences, and to integrate new information on the basis of these logical links by choosing an item that will complete the sequence.

### Numerical Reasoning

The questions evaluate an individual's numerical reasoning ability. Specifically, their ability to extract relevant information from a question and manipulate numbers to produce the correct answers.

## SAMPLE QUESTION

### Numerical reasoning

A baby measures 52cm at birth. He grows 20cm per year during the first 2 years of his life, the 3cm per year until he is 18. How tall is he at 6 years old?

- a) 100 cm
- b) 102 cm
- c) 104 cm
- d) 106cm

## REPORT PRESENTATION

- Individual reports for each reasoning module
- Percentile rank scores and graphs for each ability measured
- General descriptions and personalised
- Comments Combined reasoning ability score when all three reasoning modules are taken

