

APTITUDE & ABILITY

Understanding the mental horsepower of your people

WHAT IS THE GENERAL INTELLIGENCE ASSESSMENT?

Understanding the capabilities of your people will equip you to keep them engaged by challenging them to an appropriate level and enable you to identify potential future leaders. The General Intelligence Assessment (GIA) is an aptitude and ability assessment that measures a person's cognitive horsepower. It provides answers to questions such as:

- Can this person think on their feet?
- How adaptable is this person to change?
- Can they cope with the mental demands of the job?
- Could this person be a high flyer?
- Is this person a problem solver?
- To what extent can we develop this person using training?
- Is this person sufficiently challenged?
- Do they have the capacity to handle greater mental demands in their role?
- Could this person drive change in the organisation?



HOW CAN GIA HELP YOU?

Recruit candidates who will hit the ground running

- Understand how quickly candidates will learn and retain new skills and procedures
- Reliably predict a candidate's potential to grasp or develop into a new role

Ensure your people are sufficiently challenged

- Understand what level of challenge is appropriate for each of your people
- Use this information to motivate and engage them

Understand how to develop through training

- Gain an insight into which of your talent will respond best to development activities and how open they will likely be to development

Identify potential leaders who have the skills to drive change

- Identify those in your business with the potential to drive and manage change

WHAT YOU GET WITH YOUR GIA REPORT

The GIA report gives you information around how accurately and quickly the person is able to handle:

- Reasoning
- Perceptual speed
- Numbers
- Word meaning
- Spatial visualisation

The overall percentile score shows an estimate of a person's general speed of learning, reflecting their performance on all five of the GIA's tests. It provides you with an insight into a person's response to training, mental processing speed, concentration and fast-track potential.

Assessment type: Aptitude & ability

Time to complete: 30 minutes

Format: 5 Tests

Training required: Thomas GIA workshop

Validation: Registered with the British Psychological Society

