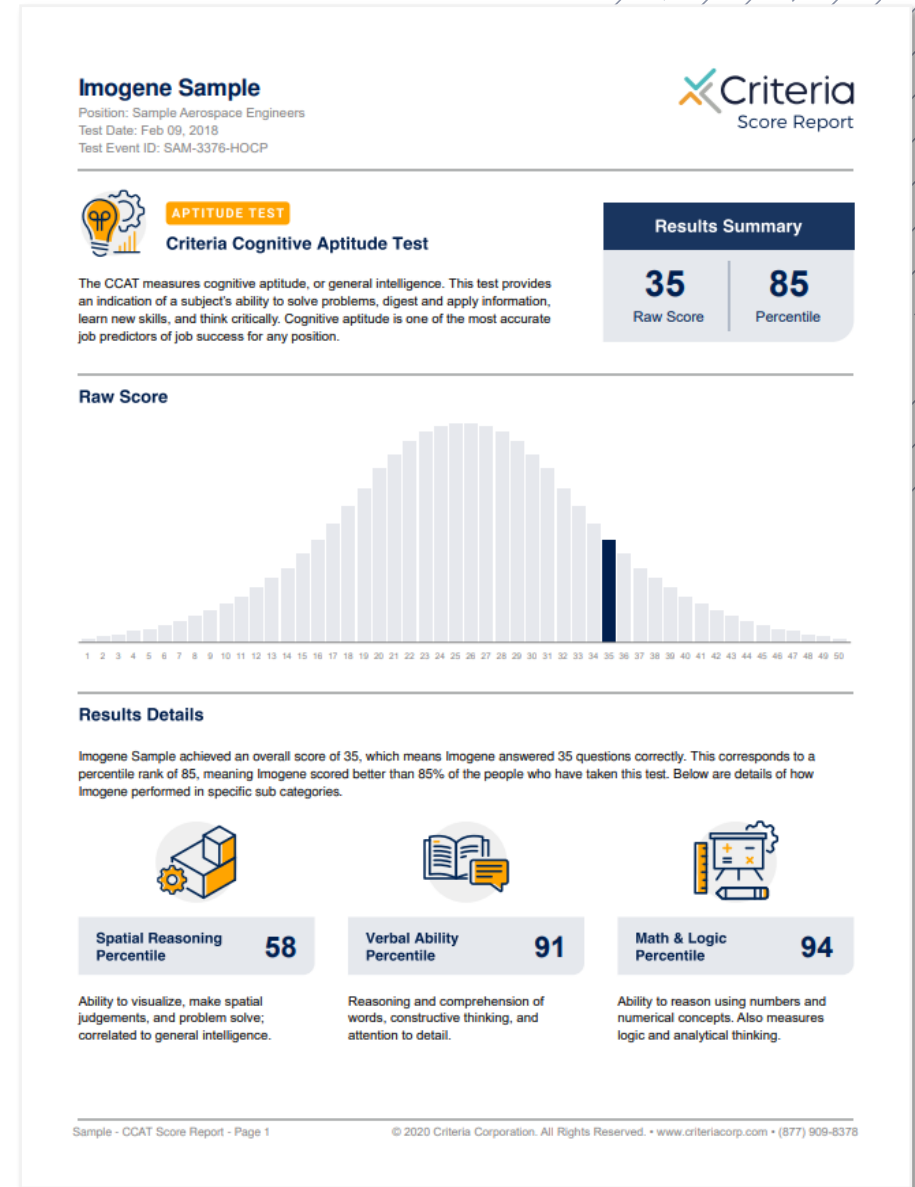Interpreting the Score Report

Criteria Cognitive Aptitude Test (CCAT)

At a Glance:
The Criteria Cognitive Aptitude Test (CCAT)

- The **Criteria Cognitive Aptitude Test (CCAT)** measures an individual's aptitude, or ability to solve problems, digest and apply information, learn new skills, and think critically.

- Cognitive aptitude is one of the highest predictors of job success for any position.

- The CCAT consists of 50 multiple choice questions with a 15 minute time limit. Very few people finish all 50 items within the allotted time.

Imogene Sample
Position: Sample Aerospace Engineers
Test Date: Feb 09, 2018
Test Event ID: SAM-3376-HOCP

Criteria Score Report

APTITUDE TEST
Criteria Cognitive Aptitude Test

The CCAT measures cognitive aptitude, or general intelligence. This test provides an indication of a subject's ability to solve problems, digest and apply information, learn new skills, and think critically. Cognitive aptitude is one of the most accurate job predictors of job success for any position.

Results Summary

35	85
Raw Score	Percentile

Raw Score

Results Details

Imogene Sample achieved an overall score of 35, which means Imogene answered 35 questions correctly. This corresponds to a percentile rank of 85, meaning Imogene scored better than 85% of the people who have taken this test. Below are details of how Imogene performed in specific sub categories.

Spatial Reasoning Percentile 58
Ability to visualize, make spatial judgements, and problem solve; correlated to general intelligence.

Verbal Ability Percentile 91
Reasoning and comprehension of words, constructive thinking, and attention to detail.

Math & Logic Percentile 94
Ability to reason using numbers and numerical concepts. Also measures logic and analytical thinking.

Criteria

Candidate Information and Results Summary

①

Imogene Sample
Position: Sample Aerospace Engineers
Test Date: Feb 09, 2018
Test Event ID: SAM-3376-HOCP **③**

×Criteria
Score Report

APTITUDE TEST
Criteria Cognitive Aptitude Test

The CCAT measures cognitive aptitude, or general intelligence. This test provides an indication of a subject's ability to solve problems, digest and apply information, learn new skills, and think critically. Cognitive aptitude is one of the most accurate job predictors of job success for any position.

Results Summary **②**

35	85
Raw Score	Percentile

1. The top of the first page of every **CCAT** score report displays the candidate's information, including the candidate's name, position applied for, the date the candidate took the assessment, and the Test Event ID.

2. The Results Summary provides a Raw Score representing the number of questions the applicant answered correctly, as well as the applicant's Percentile ranking compared to our global norming group.

3. The Test Event ID is given to candidates at the beginning of their assessment and is used if they encounter any issues during the test. They simply return to www.oda1.com, enter their Event ID, and then they can continue their assessment from where they left off.

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Results Details

The CCAT measures 3 skills: Spatial Reasoning, Verbal Ability, and Math & Logic. These scores are broken out into separate percentile rankings.

Spatial Reasoning is the ability to visualize objects in physical space, make spatial judgments, and problem solve through object and pattern related questions.

Verbal Ability measures reading comprehension, logic, and attention to detail through sentence completion, vocabulary, and word comparison questions.

Math and Logic measures problem solving skills, arithmetic, logic, and numerical reasoning.

Results Details

Imogene Sample achieved an overall score of 35, which means Imogene answered 35 questions correctly. This corresponds to a percentile rank of 85, meaning Imogene scored better than 85% of the people who have taken this test. Below are details of how Imogene performed in specific sub categories.

| Spatial Reasoning Percentile | 58 | Verbal Ability Percentile | 91 | Math & Logic Percentile | 94 |

Ability to visualize, make spatial judgements, and problem solve; correlated to general intelligence.

Reasoning and comprehension of words, constructive thinking, and attention to detail.

Ability to reason using numbers and numerical concepts. Also measures logic and analytical thinking.

Score Ranges

The first page of the score report also provides a graph representing the standard distribution of raw scores on the CCAT, with the majority of scores grouped near the middle, and less common scores falling in the higher and lower ends of the scale.

The candidate's raw score is shown in the blue bar on the graph. Where each candidate falls on the graph represents where their scores fall in relation to the global norming group. If a job association has been made prior to the candidate taking the test, then the graph will automatically appear with a gray box demonstrating the suggested score range for that position.

With Job Association
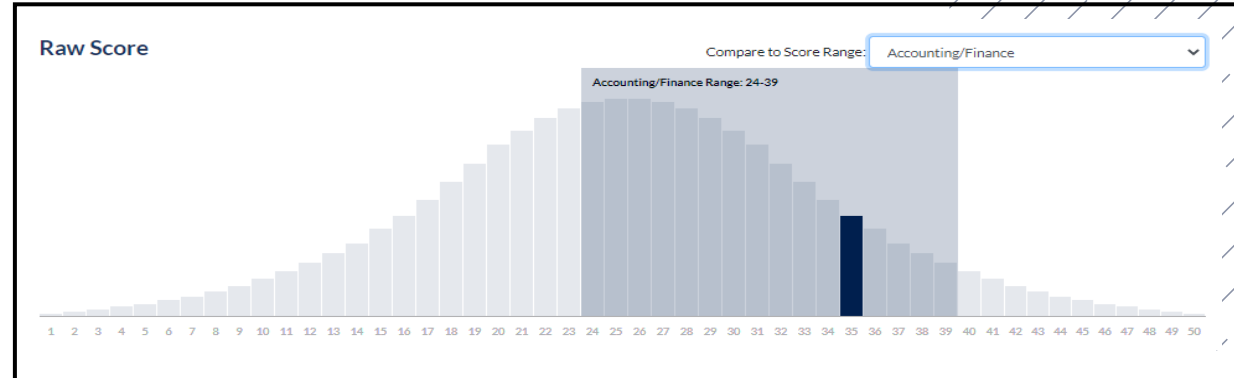
In the example above, the test has been associated with the Accounting/Finance position, which has a suggested score range of 24 to 39. The applicant achieved a 35, which falls within that range.

Without Job Association
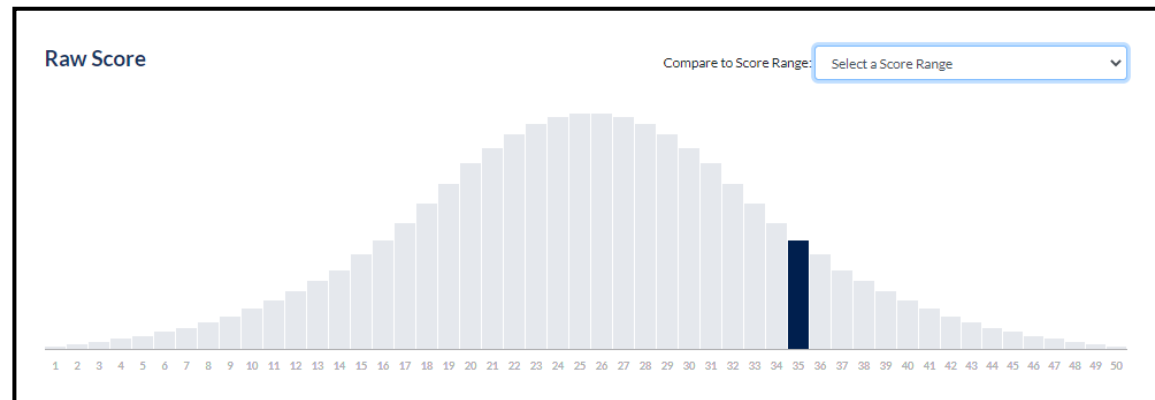
If no association has been made, the graph will only display the candidate's raw score, as seen above.

Criteria

Suggested Score Ranges by Position

The suggested score ranges for each position are displayed differently depending on whether you view them on the PDF or online within the platform.
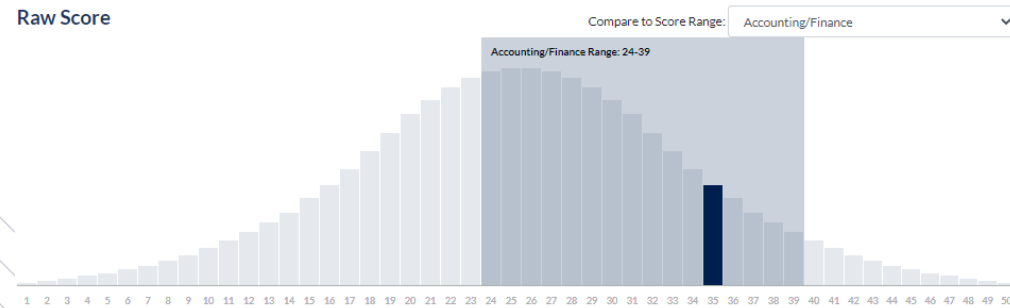
In the platform:

In the platform, the same score ranges for the 22 different job families can be accessed in a drop down menu above the graph.

Selecting one of the job families will produce a gray box representing the suggested range, allowing you to easily see if the candidate scored within that range.

In the PDF:

The second page of the score report contains a table with the suggested raw score ranges for 22 different job families.

The table also tells you whether the candidate scored within, above, or below the suggested range for each position.

These suggested score ranges are calculated using the results of over 700,000 CCAT assessments.

# How to Identify an Invalid Result

An "Invalid Result" will occur when the system determines that a candidate has taken a particular version of the CCAT before. The system makes this determination based on the speed and accuracy of the test taker's responses. If a candidate moves through the assessment too quickly and without error, the system determines with great accuracy that the test taker is already familiar with the test, and the assessment is labeled as an Invalid Result.

The score report will display several messages indicating that the results are invalid. These messages may appear differently depending on whether you view the results on the PDF or online within the platform.
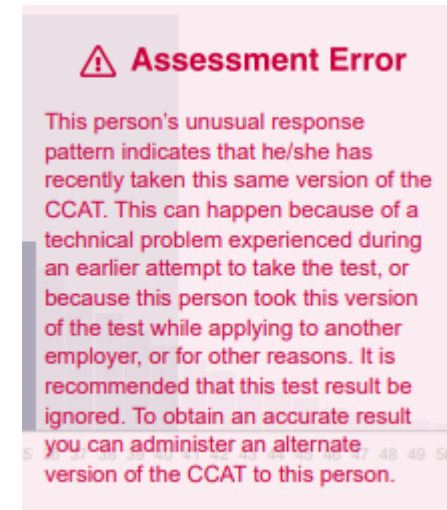
In the platform:
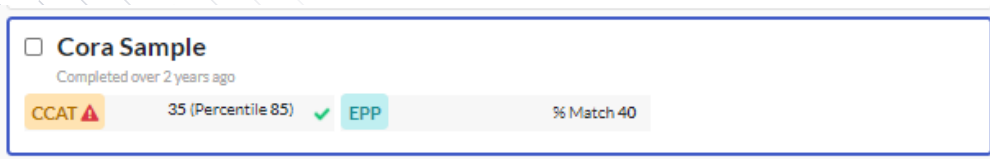
In the PDF:
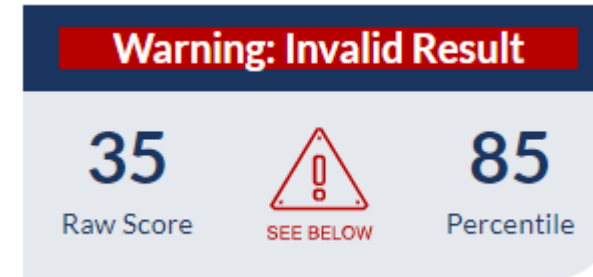
← The Results Summary on the first page will provide a warning of the invalid result.

← This box will also appear on the graph.

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For Further Information

If you have any questions or would like more detailed information regarding a particular score report, please contact your Customer Success Manager. Their contact information is available in the lower left corner of your account in Criteria's platform, but you can also reach out to the general support line at (877) 909-8378, or support@criteriacorp.com.

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