

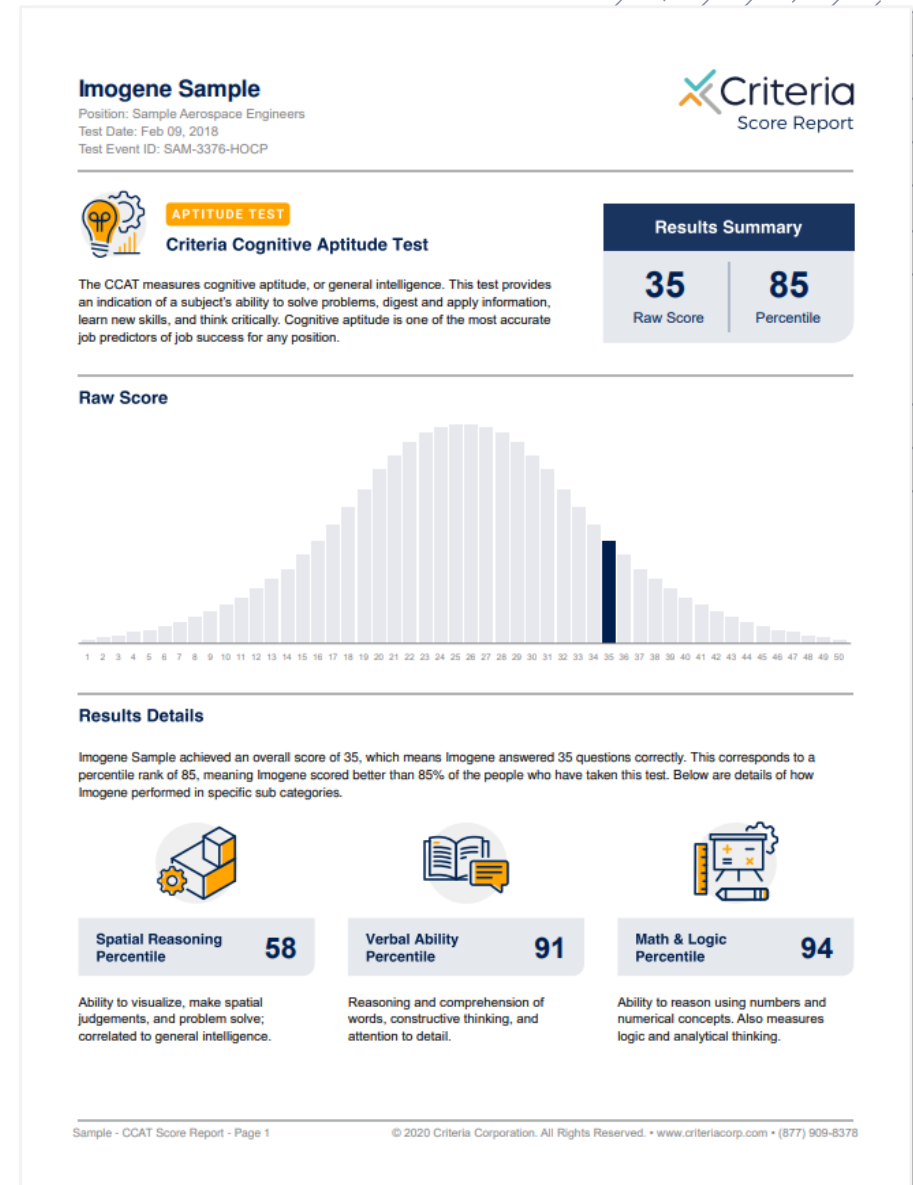
Score Report Guide



# Criteria Cognitive Aptitude Test (CCAT)

# 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.



# Candidate Information and Results Summary

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## Imogene Sample

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

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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

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35

Raw Score

85

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 <http://au.ondemandassessment.com>, enter their Event ID, and then they can continue their assessment from where they left off.

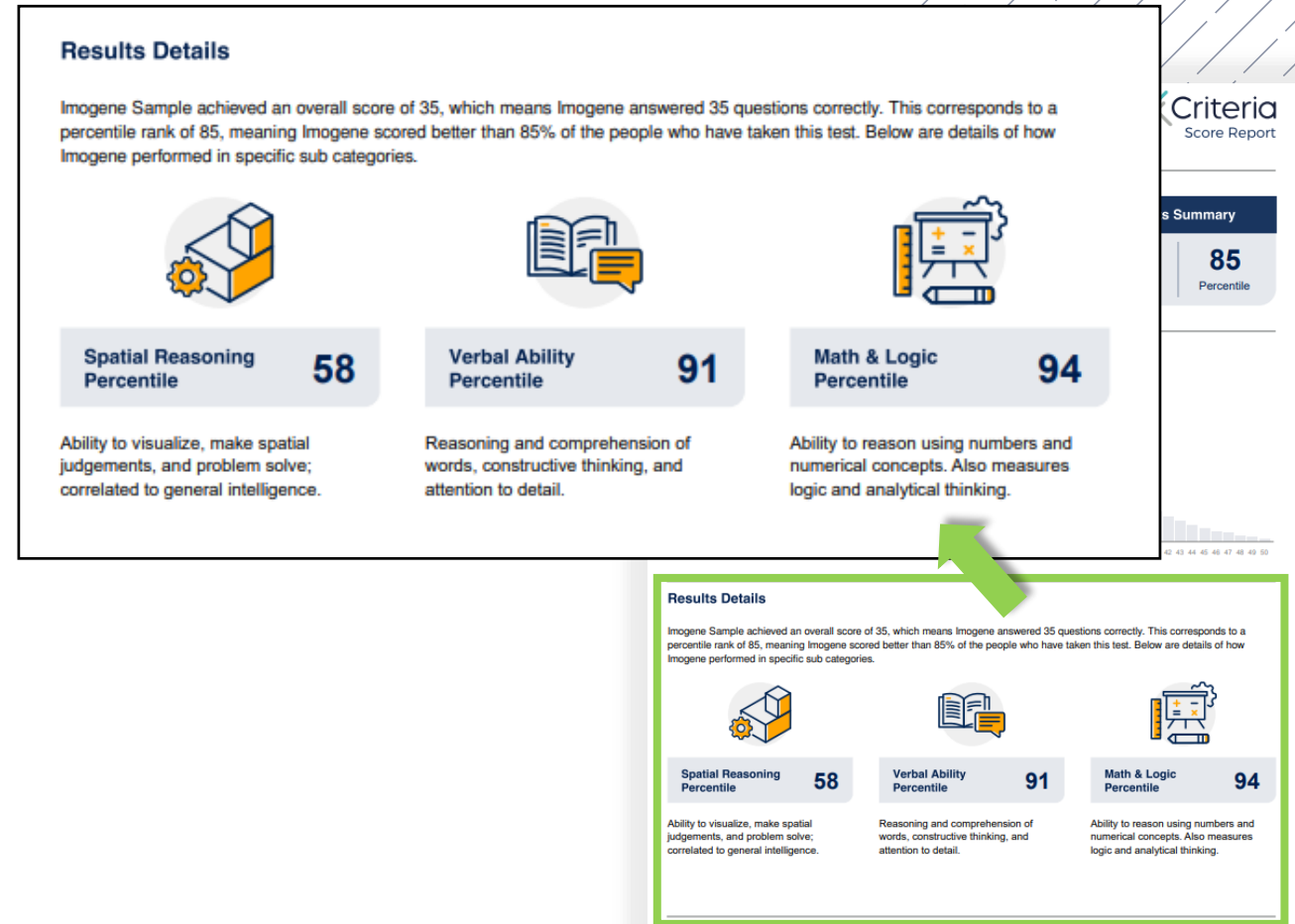
# Results Details

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 visualise 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.

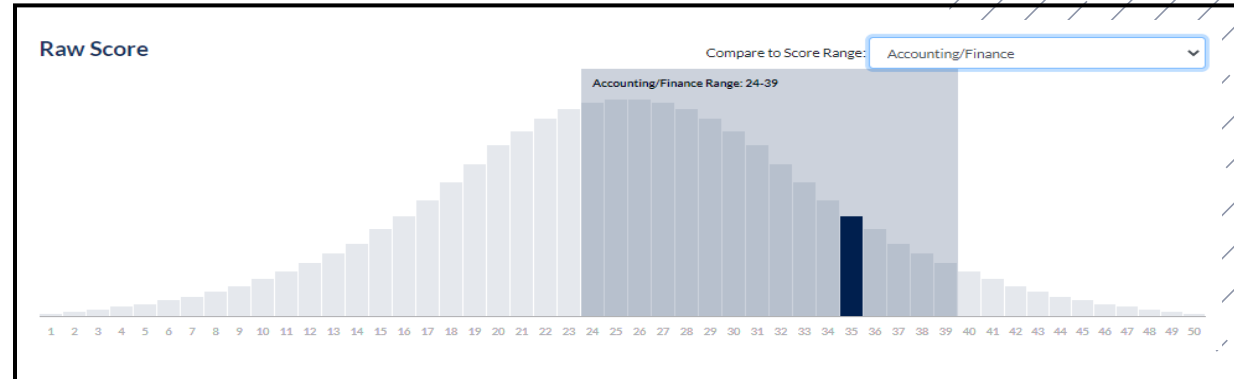


# Score Ranges

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.

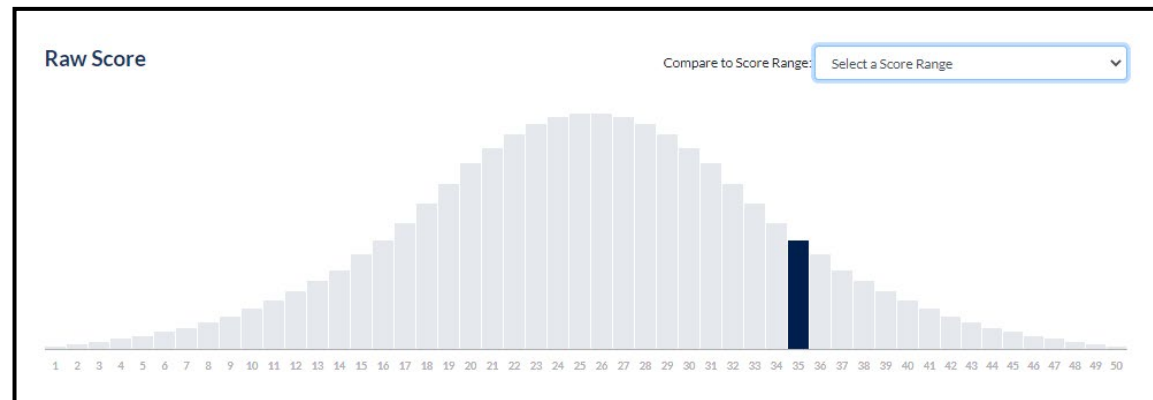
The candidate's raw score is shown in the blue bar on the graph. Where each candidate falls on the graph represents where their scores fall in relation to the global norming group. If a job association has been made prior to the candidate taking the test, then the graph will automatically appear with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

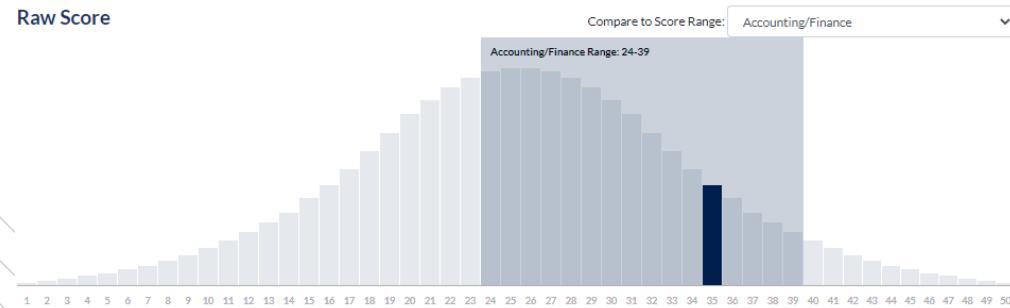


If no association has been made, the graph will only display the candidate's raw score, as seen above.

# 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 Criteria platform:



In the Criteria 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 grey box representing the suggested range, allowing you to easily see if the candidate scored within that range.

## In the PDF:

### Suggested CCAT Score Ranges by Position

\*Based on national norms compiled by Criteria Corp.

Imogene Sample | Score: 35

Position	Score Range	Score	Status
Accounting/Finance	24-39	35	In Range
Administrative Assistant/Clerical	20-39	35	In Range
Analyst	26-42	35	In Range
Bookkeeper	20-35	35	In Range
Computer Programmer/Software Engineer	23-40	35	In Range
Controller	24-39	35	In Range
Customer Service Representative	18-32	35	Above
Finance Manager	21-40	35	In Range
Financial Analyst/Advisor	23-38	35	In Range
Front Desk/Reception	18-30	35	Above
Lawyer/Attorney	29-42	35	In Range
Loan Officer	24-38	35	In Range
Network Administrator	23-37	35	In Range
Operations Manager	22-40	35	In Range
Product Manager	26-41	35	In Range
Production Manager/Supervisor	18-34	35	Above
Project Manager	22-37	35	In Range
Recruiter	21-35	35	In Range
Sales Manager	23-37	35	In Range
Sales Representative	21-35	35	In Range
Senior Manager/VP	29-42	35	In Range
Store Manager	20-37	35	In Range

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.

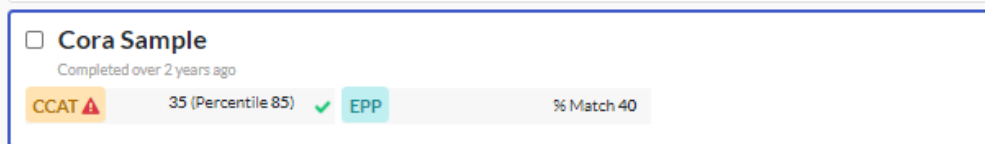
These suggested score ranges are calculated using the results of over 700,000 CCAT assessments.

# 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.

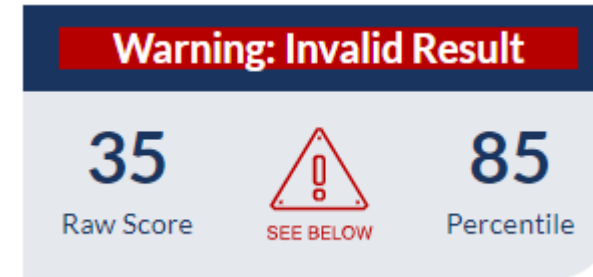
The score report will display several messages indicating that the results are invalid. These messages may appear differently depending on whether you view the results on the PDF or online within the platform.

In the Criteria platform:



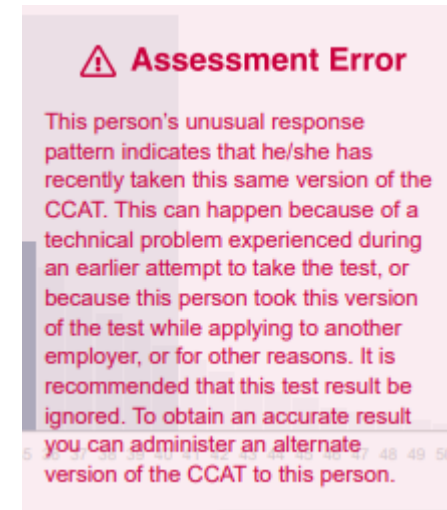
A screenshot of the Criteria platform interface. It shows a test result for 'Cora Sample', which was completed over 2 years ago. The score is 35 (Percentile 85), and there is a green checkmark next to 'EPP'. A yellow warning icon is next to 'CCAT', and a grey box shows '% Match 40'.

In the PDF:



A screenshot of a PDF warning message. It features a red header with the text 'Warning: Invalid Result'. Below this, the raw score '35' is shown on the left and the percentile '85' on the right. In the center, there is a red warning triangle icon with an exclamation mark, and the text 'SEE BELOW' is written in red below the icon.

← The Results Summary on the first page will provide a warning of the invalid result.



A screenshot of an 'Assessment Error' message. It features a red header with the text 'Assessment Error' and a red warning triangle icon. The main text is in red and reads: 'This person's unusual response pattern indicates that he/she has recently taken this same version of the CCAT. This can happen because of a technical problem experienced during an earlier attempt to take the test, or because this person took this version of the test while applying to another employer, or for other reasons. It is recommended that this test result be ignored. To obtain an accurate result you can administer an alternate version of the CCAT to this person.'

← This box will also appear on the graph.

# For Further Information

If you have any questions or would like more information about a particular score report, please contact our support team at [au.customersupport@criteriacorp.com](mailto:au.customersupport@criteriacorp.com)

