### Quick Facts

- Two options: Critical Thinking, Data Analysis
- 12 comparison groups
- 24 minutes per test
- 24 questions per test
- Personalised experience for each candidate
- Recommended for more complex roles

### Key Features

- Re-skin to your brand
- Scientifically validated
- Fair and unbiased across all groups
- Adjustable time limits
- Intelligent IRT scoring
- Protection against candidate cheating
- Integrated with ATSS
- Targeted norm groups
- Bespoke test design available
- Twelve norm groups available, plus create your own.
- Secure data management and GDPR compliant.

### Contact Us

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### Concepts™ Critical Reasoning

The Concepts™ suite represents the next generation of online high-level cognitive ability assessments.

Whereas most common ability tests are designed for early stage sifting, the Concepts™ suite has been designed specifically for higher stakes recruitment, particularly for executives, managers, and experienced professionals.

**Concepts™ Critical Thinking:** This test measures the ability to conceptualise, apply, analyse, and evaluate information in order to reach a meaningful conclusion.

**Concepts™ Data Analysis:** This test measures the ability to analyse, understand, and draw meaningful conclusions from high-level quantitative data.

### Advantages of Concepts™ and CAT

- Higher degree of accuracy
- Improved reliability
- Minimises risk of cheating
- Shorter administration times
- Improved candidate experience
- Less stress for candidates
- Psychometrically robust
- Customisable & bespoke options

### Benefits and ROI

- Better quality of hire
- Improved candidate experience
- More trainable staff
- Reduced hiring costs
- Lower employee turnover
- Increased fairness and objectivity
- Faster time-to-hire
- Reduced administrative burden

### Recommended Uses

- High stakes recruitment
- Managers and executives
- Graduates and professionals
- Low volume selection
- Assessment centres
- Mid to late stage recruitment

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### Computer Adaptive Testing (CAT) Explained

CATs are more precise and have less risk of cheating compared to traditional tests. Instead of administering fixed question sets, CATs adapt to the candidate’s performance, tailoring the testing experience to their level of ability. This means candidates enjoy the test more and the result is more accurate.