

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

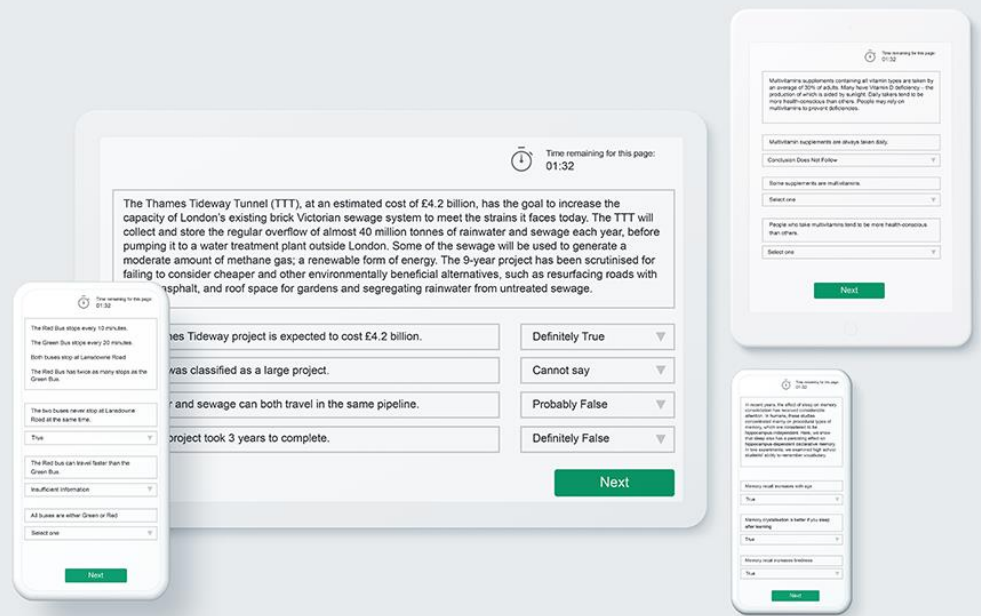
Twelve norm groups
available, plus create your
own.

Secure data management
and GDPR compliant.

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Concepts™ Critical Reasoning

The Concepts™ suite represents the
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

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.