

“Aptitudes® (Intelligences)” allows you to assess the most important cognitive skills for Managers.



THE STRONG POINTS OF THIS TEST

- ✓ Secure your recruitment with cognitive data
- ✓ Reliable recruitment without costly mistakes
- ✓ Identify high-impact potentials
- ✓ Optimize your HR processes with objectivity
- ✓ Predict success and skill growth
- ✓ Measure intellectual abilities scientifically



BENEFITS

The **Aptitudes & Intelligence Test®** is the essential solution for **HR professionals**, **HR managers**, **recruiters** and **consultants** who want to **objectify their decisions**, **gain efficiency** and **make the identification of the best profiles more reliable**. Thanks to a scientifically validated assessment of cognitive and **intellectual abilities**, you anticipate successes, reduce the risk of costly errors and boost the performance of your recruitment.

This innovative assessment allows you to analyze **logical skills**, **learning abilities**, **reasoning**, **speed of analysis** and **intellectual potential**, criteria that have become essential in a constantly evolving professional environment. It transforms your HR practices into levers for **predictive selection**, **agile talent management** and **strategic skills management**.

Choosing **Aptitudes & Intelligence®** means investing in a **predictive recruitment tool** that meets the challenges of **selection based on objective criteria**, **reasoned internal mobility** and **sustainable skills development**. It also means maximizing the return on HR investment by reducing costs related to **integration failures**, **better targeting interviews** and **aligning profiles with your business requirements**.



PSYCHOMETRY

Test construction:

Pack: HR

Questionnaire type: Normative

Number of questions: 100/800

Time taken: 35/80 minutes

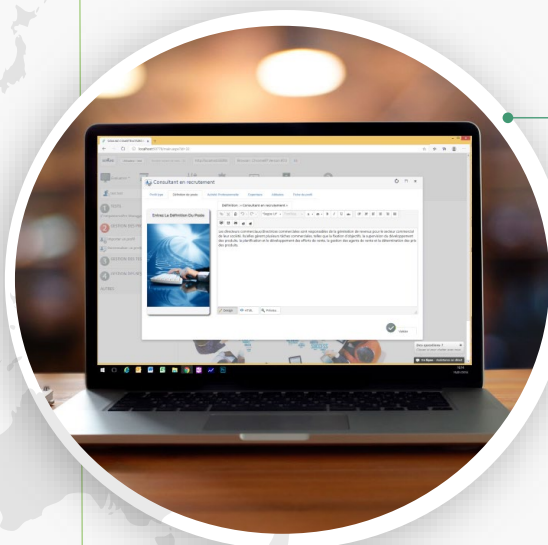
Test validation:

Double external validation

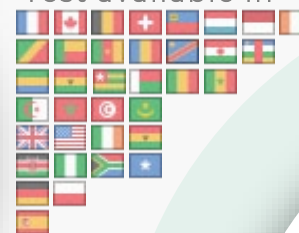
Internal validation, consistency

Loyalty

Reliability



Test available in



Job references included



DIMENSIONS AND CRITERIA EVALUATED

PERSONAL & CULTURAL SKILLS

- Immediate memory
- Medium-term memory
- Using memory for a task
- Emotional associations linked to memories
- Concrete reasoning
- Practical attitudes in daily life
- Meaning of results
- Ability to imagine
- Artistic sensitivity
- Knowledge of music and cinema
- Knowledge of visual arts
- Social and media knowledge
- Knowledge of literature
- Science knowledge
- Knowledge of history and geography
- Open-mindedness in relationships
- Listening and understanding others
- Ability to innovate and lead
- Spatial Intelligence

ANALYTICAL SKILLS & LOGICS

- Analytical mind
- Spirit of synthesis
- Formal logic
- Intuition in the relational domain
- Intuition in organizing work
- Mathematical logic
- Mathematical mind
- Concrete mental calculation
- Abstract mental arithmetic
- Easy digital series
- Difficult digital series

VERBAL & WRITING SKILLS

- Text deciphering
- Interest in reading
- Profitability of reading
- Richness of vocabulary
- Literary sensitivity
- Verbal logic
- Understanding the meaning of a text
- Synthesis of groups of words
- Sentence construction
- Tendency to write for oneself
- Tendency to write for work

