

Big 5 Assessments is an award winning and industry-recognised range of online pre-employment tests and assessments to help Recruiters, Hiring Managers and HR Professionals identify future talent, look beyond the CV and objectively improve their recruitment effectiveness.

The Big 5 assessment range includes:

- **Cognitive Ability/General Reasoning Test**
- **Personality Questionnaire**
- **Attitude Survey**
- **Engagement Survey**



Cognitive Ability Test

Important

...is knowing if the candidate has the right level of aptitude and ability to do the job.

The Big 5 Cognitive Ability/General Reasoning Test Overview

The **Cognitive Ability Test** measures problem solving and learning speed by assessing verbal, numerical and spatial reasoning then combining these to create one overall cognitive ability score.

Test Summary

Measures 	Problem solving and speed of learning and processing new information.
Predicts 	The ability to quickly and accurately solve problems. Hire scorers will learn new skills quickly and have the ability to solve more complex problems. Low scorers will take longer to acquire new skills, but once trained, may be more successful
Questions 	The 30 items test is broken down in to 10 items that measure verbal reasoning, 15 items that measure numerical reasoning and 5 items that measure spatial reasoning.
Time 	7 minutes, timed test (Online)

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Personality Questionnaire



Indispensable

...is knowing if the candidate has the right level of behavioural traits to do the job.

The Big 5 Personality Questionnaire Overview

The **Personality Questionnaire** is built upon the well-accepted “Big 5” concept of core personality traits. While these factors have been given various names, we have chosen to label them as CLUES, an easily-remembered acronym that precisely captures their intended usage – CLUES about the nature of the person being assessed. These five independent factors are:

1. **Conscientious:** (Conscientiousness)
2. **Likeable:** (Agreeableness)
3. **Unconventional:** (Openness)
4. **Extroverted:** (Extraversion)
5. **Stable:** (Neuroticism)

Candidates that have completed the assessment can be compared against a library of over 125+ benchmarked job roles giving a ‘job-fit’ percentage of their match to the ideal candidate which takes the guesswork out of candidate suitability.

Test Summary

Measures 	Big Five Personality Traits, including: 1. Conscientious vs. Carefree 2. Likeable vs. Tough-Minded 3. Un-Conventional vs. Rules Orientated 4. Extroversion vs. Introverted 5. Stability vs. Sensitivity Plus Team & Good Impression (Faking) Scales.
Predicts 	Future workplace behaviours.
Questions 	45 questions, untimed assessment.
Time 	Approximately 6 minutes to complete.

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Attitude Survey

A

Useful

...is knowing if the candidate possesses any counter-productive attitudes towards workplace issues.

The Big 5 Attitude Survey Overview

The **Attitude Survey** assesses a candidate's attitudes toward work and work-related issues by measuring for counter-productive behaviours. This helps you to ensure that any candidates short listed for interview aren't going to give you cause for concern in terms of their cultural fit with your business.

The scales measured are:

1. **Conscientious** (Dependability)
2. **Hostility** (Aggression)
3. **Integrity** (Honesty)
4. **Good Impression**

Test Summary

Measures 	Counter-productive workplace behaviours and attitudes, including: 1. Hostility/Aggression 2. Conscientiousness/Dependability 3. Integrity/Honesty 4. Good Impression (Faking scale) Additional Scales Measured (optional) • Substance Abuse • Sexual Harassment • Computer Misuse
Predicts 	If candidates present a risk in terms of likelihood to engage in counter-productive work behaviours.
Questions 	45+ questions, untimed test.
Time 	Approximately 6 minutes to complete.