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General Intelligence Assessment (GIA)

Candidate Feedback

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What is a GIA?

The Thomas International GIA measures your aptitudes in five main areas; Reasoning, Perceptual Speed, Number Speed & Accuracy, Word Meaning and Spatial Visualisation. Your performance on these tests provides a robust indication of your problem-solving capabilities and the speed with which you can acquire new information. This report provides you with a narrative overview of your performance on each of the five tests of the GIA and will highlight strategies you could use to be more effective. It is important to note, that there are no good or bad profiles based on GIA scores, as both high and low scores can be suitable for different job roles or work environments.

The five tests of the GIA are scored based on a combination of speed and accuracy, which are equally important. Each test of the GIA continues to present you with tasks until the test finishes. It is important to remember that aptitudes and abilities should be considered in the context of practical experience, acquired skills, behavioural and personality characteristics.

Please note: If there is any reason why your performance on the GIA may have been negatively affected and not a true reflection of your aptitudes and ability, please inform the person or company that asked you to complete the GIA.

Reasoning



The GIA Reasoning test is a problem-solving task. Your verbal reasoning is measured by asking you to hold verbal information in your short-term memory and make decisions based on that information. Reasoning assesses your ability to make inferences, to reason from verbal information and to draw correct conclusions.



Your test performance indicates that your ability to reason quickly and accurately from verbal information is greater than the majority of people. You will find it easier than most to hold information in your short-term memory and to draw accurate conclusions during conversations with others.

There are several points to consider and strategies that you can use to be more effective, based on your performance on the Reasoning test:

- Others may not reach conclusions from verbal information as quickly as you. Summarising your requests and checking for understanding can help you ensure that your message is received the way you intended.
- Providing key information in advance and in writing can give others time to prepare, allowing them to engage in a discussion more effectively.
- At times you may need to be more specific in your communication style, rather than assuming others will pick up on the subtle inferences you may be making.

Perceptual Speed



The GIA Perceptual Speed test is a matching task. Your perceptual speed is measured by asking you to identify the correct number of matching pairs of letters or characters. Perceptual Speed assesses your ability to check and report for error/accuracy in written material, numbers and diagrams as well as the ability to ignore irrelevant information.



Your test performance indicates that you are faster than the majority of people at identifying inaccuracies in written material, numbers and diagrams. You will be able to identify errors and mis-matches in information quickly and accurately. You may find it easy to speed-read information and be adept at ignoring irrelevant information.

There are several points to consider and strategies that you can use to be more effective, based on your performance on the Perceptual Speed test:

- Remember to double check your work for errors and mistakes, at least once. A high aptitude in this area can lead to complacency; you are less likely to make errors in your work, but they will occur at times.
- Some people will take more time to spot errors or inaccuracies in information, compared to you. Keep in mind that this is not a reflection of their value for quality and standards but may be a reflection of their Perceptual Speed.
- People make more errors when they are under time-pressure. When working with others, try to provide adequate time to quality-check each others' work.

Number Speed & Accuracy



The GIA Number Speed & Accuracy test is a number task. Your numerical reasoning is measured by asking you to identify the magnitude of distance between a series of numbers. Number Speed & Accuracy assesses your ability to manipulate numerical information, your numerical reasoning and how comfortably you can work with quantitative concepts.



Your test performance indicates that you are faster than the majority of people at manipulating numerical information and working with quantitative concepts. Your numerical reasoning will allow you to quickly and accurately process numbers and conduct mental arithmetic more easily than others.

There are several points to consider and strategies that you can use to be more effective, based on your performance on the Number Speed & Accuracy test:

- You will be able to reason from numerical information quickly. You can increase your efficiency and accuracy further by creating templates, worksheets and formulas in advance.
- Others may not process quantitative concepts as quickly as you. Providing this information in the form of charts, graphs and tables can make the concepts more accessible to a wider audience.
- Your aptitude for numerical reasoning can lead to complacency when conducting calculations. Remember to always set time aside to quality check your work with numbers.

Word Meaning



The GIA Word Meaning test is a semantic word task. Your vocabulary and understanding of words is measured by asking you to identify two words that have a similar meaning out of a choice of three. Word Meaning assesses your comprehension of a large number of words from different parts of speech and the ability to process written and verbal information.



Your test performance indicates that your comprehension of words and complex written or verbal information is higher than the majority of people. You are likely to have a broad vocabulary and use complicated terms in your speech and writing.

There are several points to consider and strategies that you can use to be more effective, based on your performance on the Word Meaning test:

- Your aptitude in this area suggests that you will frequently use complicated language to articulate yourself. Remember that conveying your points using more accessible language will result in more people understanding you, quicker.
- You may tend to verbalise your ideas and points-of-view. Reinforcing your points with visuals or process diagrams can help others process the information you are presenting more easily.
- When preparing to speak with others or present, try to avoid over-explaining your points verbally. Articulating yourself in a concise manner can help avoid people misinterpreting you.

Spatial Visualisation



The GIA Spatial Visualisation test is a symbol task. Your spatial and mechanical reasoning is measured by asking you to visualise and manipulate a symbol in your mind. Spatial Visualisation assesses your ability to create and manipulate mental images of objects and to understand how shapes and patterns fit together to form a whole.



Your test performance indicates that your ability to visualise and manipulate images and concepts in your mind is the same as the majority of people. You will find as easy as most to interpret complicated visual information such as graphs, charts, maps and blueprints.

There are several points to consider and strategies that you can use to be more effective, based on your performance on the Spatial Visualisation test:

- You are likely to interpret information presented visually quicker than some people. Remember that others may take more time to process and reason from the same information and may require the information to be articulated verbally to aid comprehension.
- If you prefer to present ideas using diagrams, graphs and charts, keep in mind that not all information needs to be presented in a visually-appealing format. Sometimes keeping things simple can get your ideas across in a more concise manner.
- Your aptitude in this area is the same as most people. When working in groups, you can add value by ensuring information presented visually is in a format that the majority of people would be able to understand, rather than relying too much, or too little on visual content.

This report has aimed to provide you with an overview of your cognitive aptitudes and abilities based on the Thomas International GIA. If you are interested in learning more about the GIA you can find more information [here](#).

If you have any questions about this report or about how this information will be used, please contact the person who asked you to complete the GIA.