

Quantitative Critical Thinking (QCT)

Critical Thinking and Numerical Reasoning Assessment

The ability to think critically is an important requirement for many jobs and numerical reasoning is a strong predictor of critical thinking. The Harrison Quantitative Critical Thinking assessment (QCT) is designed to **quickly measure** candidate's critical thinking and numerical reasoning using questions with a business context. The short form cognitive assessment delivers **job specific scores,** reduces **legal risk,** makes interpretation **easy and accurate,** and provides an **excellent applicant experience** with proven **strong correlations with job success.**

Improved Candidate Experience

Our Quantitative Critical Thinking Assessment takes an average of **only 20 minutes to complete** and provides similar predictive accuracy as a battery of IQ tests which typically take hours to complete. Asking applicants who are not necessarily final candidates to complete IQ tests is destructive to the candidate experience, a waste of the candidate's time, and a waste of the employer's money. To make the assessment process even more **candidate friendly,** Harrison provides a unique option of staged psychometric testing in which only candidates who are fully **Eligible and Suitable** are requested to complete the QCT.

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Business Focussed - questions are designed to be considered within a business context meaning they are relevant and valid to the talent acquisition process.

Adaptive Ability Levels - our technology quickly identifies the applicant's ability level by making the questions either easier or harder depending on whether the applicant's answers to the previous set of questions were correct. The overall assessment is not timed though each question individually has a time limit. Typically it takes most candidates only 10-20 minutes to complete.

Eliminate Guess Factor - answers are entered to avoid the guess factor of multiple choice items.

Mobile Friendly - mobile-friendly and can be completed on a smart phone via the web.

Secure - questions are varied and technically scrambled to prevent cheating. It can be administered on a PC in a supervised setting or via a web link.

Verification Technology - you can feel comfortable allowing the candidates to complete QCT online without supervision because the QCT system automatically generates a candidate-specific Verification Test. It can be completed under supervision in less than 5 minutes to confirm that the candidate is indeed the one who completed the QCT.

Fully Integrated with Recruitment System

Quantitative Critical Thinking is fully integrated with the Harrison predictive talent analytics recruitment system so that it can be directly connected to other assessments, resumes, cover letters, customisable job descriptions, job campaign management, candidate tracking, automated decline emails, and other applicant tracking features including multiple administration accounts with varied levels of access.

Manage all your selection and talent acquisition data in one system with Harrison Assessments.

Harrison Talent Life Cycle Solutions

Harrison Assessments uses predictive analytics to help organizations acquire, develop, lead and engage their talent. This comprehensive Talent Decision Analytics provides the intelligence needed throughout the talent life cycle to build effective teams and develop, engage and retain key talent. Contact us to learn how we help organizations make great decisions.



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