



Firas Tlili

General Intelligence Assessment (GIA)

Candidate Feedback

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Private & Confidential

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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 similar to the majority of people. You will be able to hold a moderate amount information in your short-term memory and will usually 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:

- Rehearsing answers to likely objections, responses or scenarios can help you to be more effective during presentations, discussions or negotiations.
- Some people will process verbal information quicker than you. Summarising the requests made by others will allow you to check your understanding of their requirements and expectations from you.
- Other people will process verbal information slower than you. Giving people more time or sending important information in advance can help others reach accurate conclusions more quickly.

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 not as fast as the majority of people at identifying inaccuracies in written material, numbers and diagrams. You may find it harder to identify errors and mismatches in information if you are not focusing your attention in that area. It's likely that you will prefer to read and check information thoroughly.

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:

- Ensure that there is someone to double-check your work for errors and mistakes. You can become familiar with your own work and miss things that someone else might perceive, allowing you to make corrections.
- You are more likely to make errors when rushing. Although time pressure will happen, when you're in control of your schedule make sure that you have adequate time to review important content and figures.
- You may find that seeking-out speed-reading techniques advantageous if you would like to process written material more quickly.

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 can manipulate numerical information and work with quantitative concepts as fast as the majority of people. Your numerical reasoning will allow you process numbers and conduct mental arithmetic as well as most 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:

- Creating templates, worksheets and formulas can reduce your reliance on mental arithmetic and increase the efficiency and accuracy of your calculations.
- Some people will process quantitative concepts more quickly than you. Requesting others to present numerical information in a different format, such as charts, graphs and tables can help you to process numerical information more quickly.
- 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.

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 the same as the majority of people. You are likely to have a moderately broad vocabulary and use common 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:

- 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.
- You are likely to articulate yourself in a way that is easily accessible to other people, avoiding overly-complicated language. You may work well with people who use technical language when there is a requirement to translate their points into terms that most people can understand.
- When working with people who frequently use very complicated language, ensure that you ask for clear written or verbal instructions to avoid misinterpreting ambiguous information and clarifying exactly what is expected.

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 lower than the majority of people. It is likely that you will take longer 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 take longer than some people when interpreting unfamiliar information that is presented visually. Requesting others to provide written explanations alongside diagrams and charts can make the information more accessible.
- Presenting ideas using diagrams, graphs and charts can help some people understand information more easily. If you do not do this frequently, you could try to introduce more visual elements to your work.
- When interpreting highly visual information, summarise your understanding verbally to ensure you have acquired the main points being conveyed.

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.