piCompany

Connector *ABILITY*

Selection without borders

Making differences in intelligence visible

How are organizations to select the right people with the appropriate professional and intellectual ability in a labor market, which is becoming increasingly international? To be able to make a good comparison between candidates with different nationalities, cultural backgrounds, education and diplomas, the use of good intelligence tests has become more important than ever. Connector Ability can help you to reduce all sorts of dissimilarities to actual differences in intelligence, without the influence of such matters as language or cultural background.

The ease with which someone learns and solves problems

Candidates' intelligence (also called cognitive abilities) predicts the ease and speed with which they will be able to solve new problems and can master new information. That is why it gives a good picture of how the person will deal with certain problems in the job in question.

Selecting quickly, fairly and effectively

Connector Ability is an online intelligence test that measures the G factor: the general intelligence factor. What makes Connector Ability unique are the additional features that often do not appear in traditional tests in one or more aspects:

- suitable for international application
- language and culture have no relevant effect on the test result
- fast and effective due to its adaptive way of measuring
- efficient due to administration at home or elsewhere, possibly followed by a subsequent test at a designated location.

Combining the best of science and working practice

Connector Ability was developed by PI Company in conjunction with the Dutch University of Twente. A number of top 500 organizations, government bodies and minority organizations also helped with its development. This not only guarantees a test that meets the highest quality requirements (approved by Cito), but also one that is compatible with working practice. During the development of the test much attention was paid to researching and guaranteeing that differences in such matters as language and culture would have no relevant effect on the test result.

A few advantages explained

1. Fast, efficient selection.

The adaptive nature of the test means that the level of the test is altered to suit the candidate. The level of each question depends on the answer to the previous one. This means that each candidate is presented with a unique set of questions. The items are precisely challenging enough for each candidate: not too difficult and not too easy.

2. Selection free of cultural bias.

Because language and culture have no relevant effect on the result of the test, it is suitable for universal application. What is more, it makes it possible to compare everyone fairly.

3. Suitable for international application.

International diplomas are often difficult to compare. Connector Ability makes it possible to compare international candidates both professionally and against one and the same benchmark. That enables the right candidates to actually be selected.

Report is immediately available

The Connector Ability test results are available immediately after the test has been taken and are sent by e-mail. This means you can decide immediately whether or not you would like to invite the candidate for an interview. The highest efficiency for your selection procedure! And you do not need to be a psychologist to discuss the automatically generated report. A short training course will ensure that you can provide feedback on the test result.

Assistance with administering and usage

Connector Ability can be applied for and taken online. PI Company will train people from your organization to be test assistants who can take care of administering Connector Ability and supervise the candidates. Finally, PI Company will train the appropriate people in how to interpret the test results. This will enable you to administer the tests entirely in-house.

EXAMPLE FROM THE CONNECTOR ABILITY REPORT

G-factor - MA

52

50%   19%   31%

T-scores   < 30 35 40 45 50 55 60 65 70 >
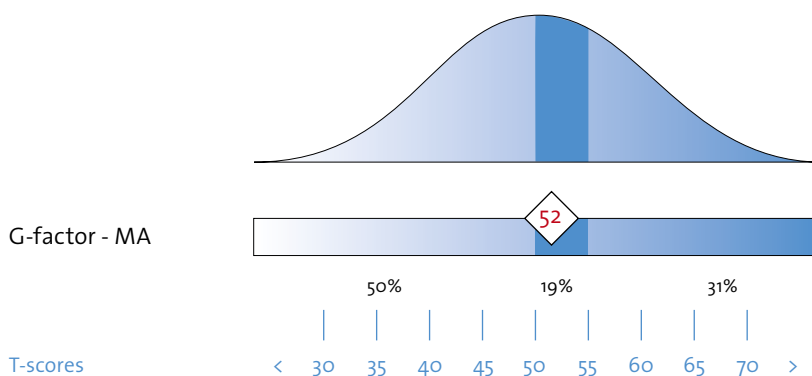
The candidate has scored 52. This score is between 50 and 55. This means that 50 % percent of the people in the norm group with MA -education had a lower score and 31 % percent had a higher score than the candidate. 19 % percent scored about the same as the candidate.

PI Company links your organization's ambitions to your employees' performance.
We offer solutions that touch on performance management, leadership, competency development and selection.