

# CORE

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**Team leader**

**VALENTINA VEGA**

V.VEGA@NEWLINE-HR.COM



**CORE** (02/08/2022)

+ Interview Guide

# INTRODUCTION

This report is generated from the responses to one or more tests developed by Master™. The report does not include information given in a feedback session or from any other sources.

## ABOUT THE TEST

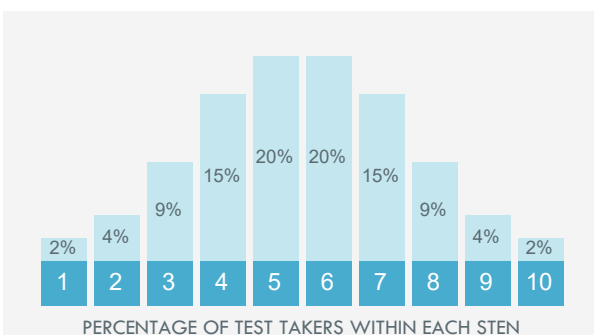
CORE is a non-verbal test that assesses General Mental Ability (GMA). GMA provides an indication of the level at which an individual understands, reasons, learns, and solves problems.

GMA is an estimate of the underlying achievement potential across all tasks that require logical reasoning. GMA is a predictor of a variety of occupational outcomes, including attainment, job performance, speed- and amount of learning.

CORE consists of tasks that require the test taker to reveal the underlying logical principle of a pattern, to draw a conclusion, and identify which figure completes the pattern.

## SCORES

The result of the test is visualised using an intuitive scale ranging from 1 to 10, with 10 being the highest score. The scale is commonly referred to as a STEN scale, with test takers normally distributed across the levels as illustrated in the figure below.



## NORM GROUP

The scores in this report are created by comparing the number of correct responses a test taker gives with those of a group of individuals who have also taken the test, referred to as a norm group. By considering age, gender, education, industry, and managerial level, the norm is representative of the group selected by the test administrator.

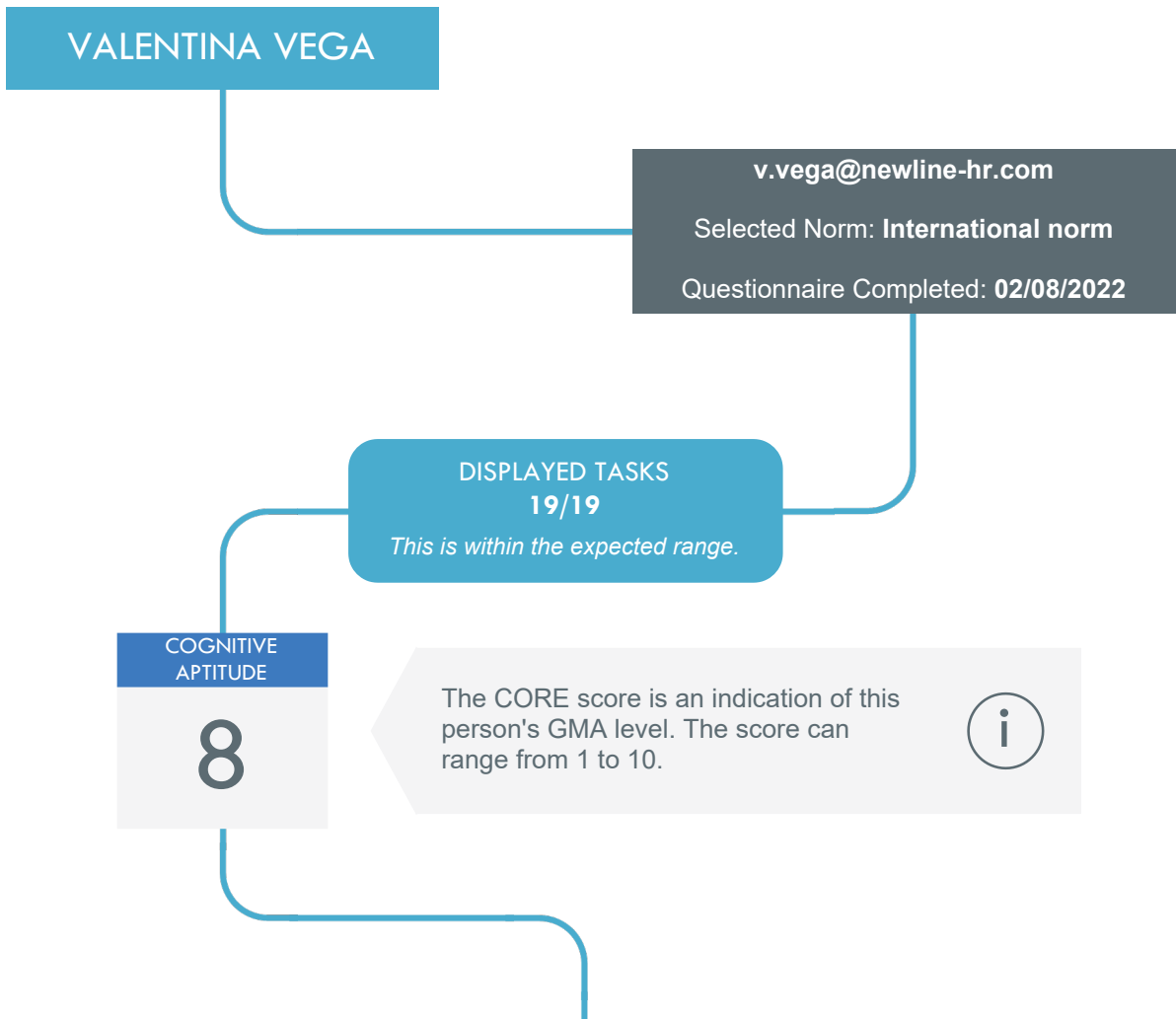
This allows for interpretation of the scores with respect to the typical performance of individuals in the norm group.

## PREREQUISITES OF USE

GMA is known as the best single predictor of job performance and is therefore crucial in evaluating the potential of a candidate. Although higher GMA is associated with individuals achieving higher overall job performance, it does not guarantee it.

Personal characteristics such as curiosity, eagerness to learn, motivation, and conscientiousness, together with different environmental factors also play an important role in overall job performance.

# OVERVIEW



**COGNITIVE APTITUDE**

A PERSON WITH THIS SCORE WILL LIKELY:

- Easily acquire significant knowledge and understanding of complex material.
- Readily integrate uncertain information to identify trends and derive general principals and conclusions.
- Effectively and autonomously decide on good problem-solving strategies to address new projects or tasks.
- Skilfully apply abstract reasoning and flexible thinking to generate new hypotheses and solutions.

# JOB PERSPECTIVES

CORE is an assessment of a person's level of General Mental Ability (GMA). GMA is highly predictive of Job Performance and Job-Related Learning.



# STRUCTURED FEEDBACK

The structured feedback includes sections, where some are generic questions, and others are repetition of the score specific texts together with score specific questions. Remember, all questions are meant as inspiration and you are encouraged to choose the most relevant questions for the position.

- Page 5: Introduction - Establish rapport with test taker (generic)
- Page 6: Presentation of CORE and Score Feedback (generic)
- Page 7: CORE Score (score specific)
- Page 8: Job Performance (score specific)
- Page 9: Job-Related Learning (score specific)
- Page 10: Close the feedback (generic)

## INTRODUCTION

### INTRODUCTION - ESTABLISH RAPPORT WITH TEST TAKER

- Make the Test Taker feel welcome
- Present yourself, the nature of the feedback and the expected time range of the feedback
- Let the Test Taker talk about themselves briefly
- Inform the person about their rights regarding ethical guidelines and data legislation

- What is your previous experience with completing tests before CORE?*
- How did you find completing the CORE test?*
- Do you have any questions regarding the CORE test itself?*
- How were the surroundings when you completed the test?*

### NOTES

# STRUCTURED FEEDBACK

## PRESENTING CORE

### PRESENTATION OF CORE - USE INTRODUCTION PAGE FROM THE REPORT

- Present the structure and content of the Score Report
- Present CORE, a cognitive ability test measuring GMA
- Describe the connection to Job Performance and Job related Learning
- Explain the score type (STEN) and norm group

- Have you read your CORE report?*
- Do you have any questions before we start looking at your results?*

### NOTES

## FEEDBACK

### FEEDBACK - APPLY SCORE PAGE, INTERVIEW GUIDE AND/OR SCORE REPORT

- Present your intended structure for the dialogue - focus and interest of the interview
- Present the test taker's score and score specific text
- Ask score specific questions (see next page)


- Do you recognize yourself in the result?*
- Do you have practical examples from your work life, related to the descriptions?*

### NOTES

# STRUCTURED FEEDBACK

A PERSON WITH THIS SCORE WILL LIKELY:

- Easily acquire significant knowledge and understanding of complex material.
- Readily integrate uncertain information to identify trends and derive general principals and conclusions.
- Effectively and autonomously decide on good problem-solving strategies to address new projects or tasks.
- Skilfully apply abstract reasoning and flexible thinking to generate new hypotheses and solutions.

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- What is your approach to understanding complex material?*
  - How do you evaluate an argument and decide if it is strong enough?*
  - How would you decide on an effective problem-solving strategy to address a challenging project?*
  - What inspires you to generate new hypotheses and solutions to problems?*

NOTES

# STRUCTURED FEEDBACK

JOB PERFORMANCE



A PERSON WITH THIS SCORE WILL LIKELY:

- Perform competently in tasks of high complexity.
- Independently demonstrate high performance.
- Show high-level performance under unfamiliar working conditions.



- How do you approach a problem that has no clear solution?*
- What motivates you to perform your best on the job?*
- How do you navigate unfamiliar working conditions?*

NOTES



# STRUCTURED FEEDBACK

JOB-RELATED LEARNING

A PERSON WITH THIS SCORE WILL LIKELY:

- Benefit from practical and theoretical training that includes aspects of high complexity.
- Adapt easily to new demands that require high-level learning.
- Acquire new job knowledge independently and at a fast pace.



- Which elements of training do you find motivating?*
- What is your approach to repetitive job tasks?*
- What drives you to acquire new job knowledge?*

NOTES

# STRUCTURED FEEDBACK

## CLOSE FEEDBACK

### CLOSE THE FEEDBACK

- Ensure the test taker's questions about test result and feedback are answered
- Summarize your notes from the feedback
- Describe the next step in the recruitment process

- Is there anything you would like to add?*
- Do you have any questions before we say goodbye?*

### NOTES