

# PI COGNITIVE ASSESSMENT™ SCALED SCORE

INTRODUCTION TO THE SCALED SCORE INCL. THE SCIENCE  
BEHIND IT AND HOW TO GIVE FEEDBACK TO ASSESSMENT TAKERS



START

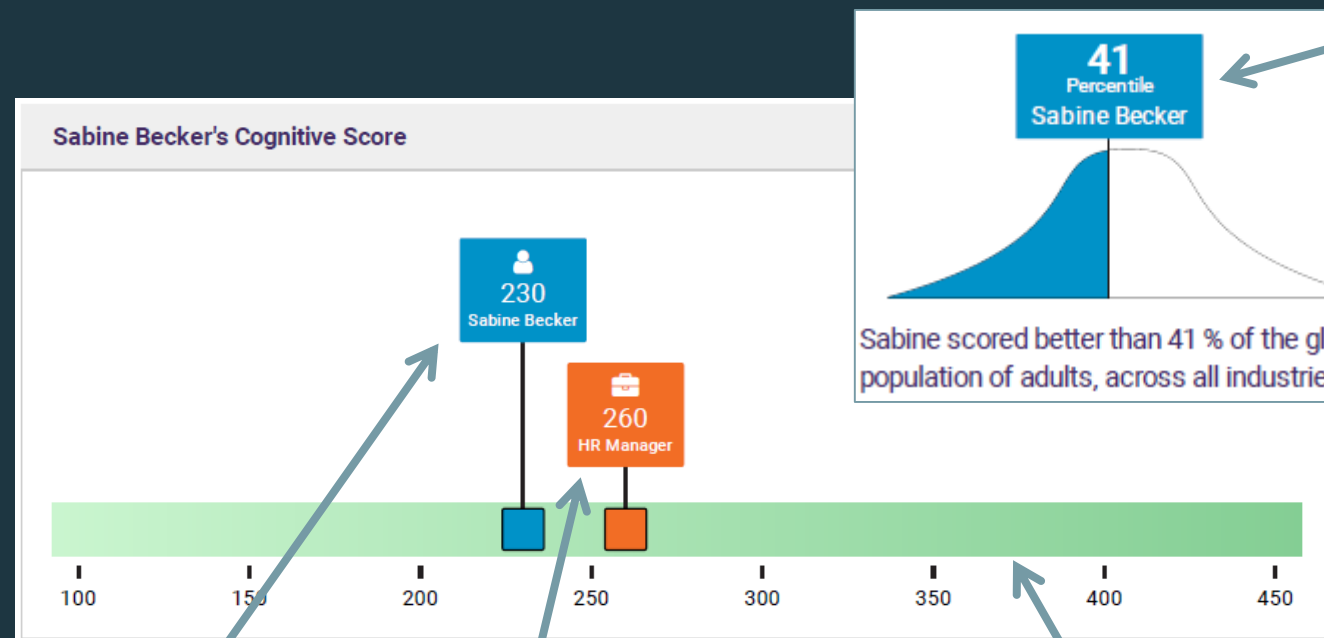
BROUGHT TO YOU BY  
HUMANOSTICS  
- YOUR PI CERTIFIED PARTNER

# THE SCALED SCORE

## SCALED SCORE

In PI Software, the results from the PI Cognitive Assessment™ are presented on a scale from 100 to 450 with an average of 250.

The Scaled Score is a representation of the no. of correct answers. The higher the CA Scaled Score, the higher the expected cognitive capacity, and the more cognitive stimulation is required to engage the individual.



**PERCENTILE RANK**  
From 0-100%. Tells you the percentage of people who scored lower than this respondent

**RESULT**  
Displays the Scaled Score on a normal distribution curve

**Cognitive Assessment**

Status Completed

Assessment Date 2018 December 6

Attempted 49

Correct 18

Percentile 41%

Scaled Score 230

**SCORE ON THE SCALED SCORE**  
From 100-450

**COGNITIVE TARGET FOR THE JOB**

**SCALED SCORE SCALE**  
Scale from 100-450. Global average 250. Standard deviation 80.

Additional info is available in the ADMIN system PI Software.

SCALED SCORE VS. RAW SCORE					
Scaled Score	Raw Score	Percentile	Scaled Score	Raw Score	Percentile
100	1	1%	310	26	77%
100	2	1%	320	27	81%
100	3	1%	330	28	83%
100	4	1%	340	29	86%
100	5	1%	350	30	88%
110	6	2%	360	31	90%
120	7	3%	370	32	92%
130	8	4%	380	33	93%
140	9	6%	390	34	94%
150	10	8%	400	35	95%
160	11	10%	410	36	96%
170	12	14%	420	37	97%
180	13	17%	430	38	98%
190	14	21%	440	39	98%
200	15	26%	450	40	98%
210	16	31%	450	41	99%
220	17	36%	450	42	99%
230	18	41%	450	43	99%
240	19	46%	450	44	99%
250	20	54%	450	45	99%
260	21	57%	450	46	99%
270	22	61%	450	47	99%
280	23	66%	450	48	99%
290	24	70%	450	49	99%
300	25	74%	450	50	99%

- THE SCALED SCORE
- SCALED SCORE DEEP DIVE
- MANUAL JOB TARGET
- FEEDBACK MODEL
- FEEDBACK
- CONTACT DIRECTORY



THE SCALED SCORE

SCALED SCORE DEEP DIVE

MANUAL JOB TARGET



FEEDBACK MODEL

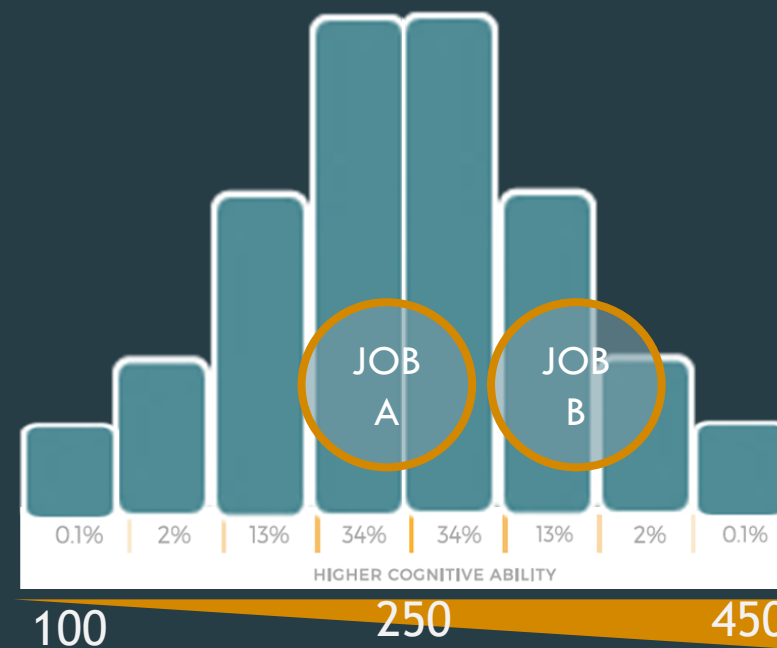
FEEDBACK

CONTACT DIRECTORY

IF YOU DECIDE TO DETERMINE THE COGNITIVE TARGET MANUALLY USE THE PROCESS DESCRIBED BELOW

250 (average) is your starting point.

1. Ask yourself: How complex is the job? High complexity = Aim for higher than average: Low Complexity = Lower than average.
2. You may decide to adjust the target range ref. the three boxes to the right.
3. If the job is a manager or director-level role, consider adding points to the target range.
4. If the position is executive-level (VP or above) consider adding additional points to the target range.



Steeper learning curve  
Better at problem-solving  
Better at transferring job knowledge  
Better at combining and selecting relevant information  
Better at handling numerous and various activities simultaneously

### Consider LOWERING your target if:

The work environment is very stable with few unexpected situations or changing demands. The job does not require the candidate to learn new information, is very tactical with heavy routine and repetition, doesn't require working with memorisation, thinking strategically, or long-term planning.

### Keep the target if:

The work environment is relatively stable but changes are occurring that require adaptability and learning of new information. The job tends to balance routine and novelty in tasks, requiring some work with analysing/understanding data, a mix of tactical, strategic thinking, and planning.

### Consider RAISING the target if:

The job requires the need for constant and rapid learning of new information; the ability to quickly "figure things out" with little structure or guidance; tends to have very little routine or repetition, requires mastery of analysing/understanding data; involves complex problem solving, and long-term strategic planning. The work environment is changes constantly and will often require adaptation to changing demands and ambiguity.

WE RECOMMEND USING JOB ASSESSMENT TO SET THE COGNITIVE JOB TARGET

THE SCALED SCORE

SCALED SCORE DEEP DIVE

MANUAL JOB TARGET

FEEDBACK MODEL



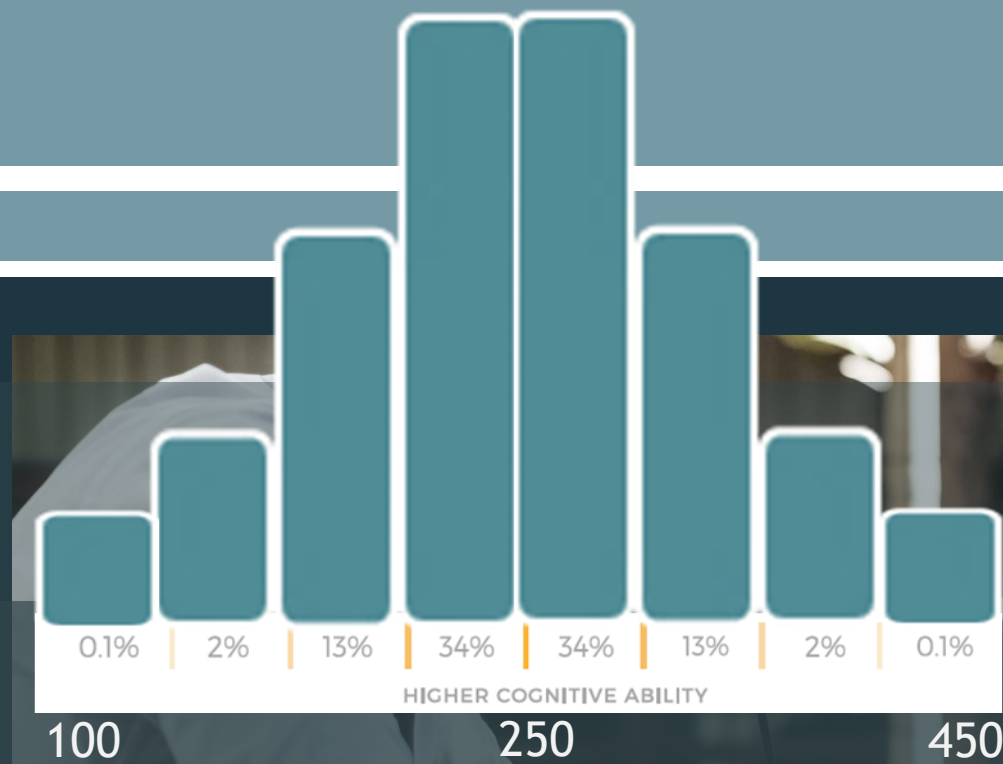
FEEDBACK

CONTACT DIRECTORY

### 5-STEP FEEDBACK MODEL – KEEP IT SIMPLE

Step 1	Step 2	Step 3	Step 4	Step 5
<p><b>INITIATE</b></p> <p>the feedback with: How was the experience? What was your strategy? Asking these questions tells you if you can trust the result, as disturbances or the like are very likely to be mentioned here. It also allows for a discussion of how the assessment taker reacts to time pressure, how they approached the assignment etc.</p>	<p><b>PRESENT</b></p> <p>the result. Don't hesitate – the assessment taker is interested in the result! Tell the candidate the percentile (you scored as well as or better than x%). You can explain the Scaled Score scale and tell the candidate the amount of cognitive capacity relative to the reference group.</p> <p><i>If preferred you can elaborate by the number of questions answered and the no. of correct.</i></p>	<p><b>PROVIDE</b></p> <p>a short summary of what the assessment measures. PI Cognitive Assessment measures learning ability and reflects how fast an individual will obtain the necessary knowledge in the job to successfully master the job.</p> <p><i>It tells you how well the individual handles complexity and deals with decision-making based on complex information. Problem solving and adjustment aspects of job success measured by the assessment.</i></p>	<p><b>COMPARE</b></p> <p>the result to the reference group. The easiest way is to use the percentile. Another way to present a result is to say if the score is in the upper or lower 50% compared to the global norm. Explain that very few people respond to all 50 questions. (on average 28)</p> <p><i>How to deliver a below average result? If a candidate's score is below average, it is possible to use a different approach than the upper/lower 50%. We suggest you use phrases from the next slide.</i></p>	<p><b>EXPLAIN</b></p> <p>how the PI Cognitive Assessment Scaled Score is just one of several factors taken into account. The score is never to be considered in isolation, but as a part of a holistic evaluation including personality, experience, skills, motivation, values, cultural fit etc.</p>

MAKE INTERNAL GUIDELINES ABOUT HOW YOUR COMPANY SHARES RESULTS/REPORTS



You can choose to translate the CA Scaled Score into words by using phrases like the ones presented below.

The 'Tips' sections are for internal reference.

### 100-210 (BELOW AVERAGE)

People with lower scores are likely to adapt better to jobs and environments which match their experience, knowledge and skills. They take more time than others to acquire new knowledge and to familiarise themselves with new tasks or changes in the environment. They perform well in habitual tasks and can solve familiar problems of less complexity and problems that do not require abstract thinking. They can handle variety in the job but need time to absorb new knowledge and/or to adapt to new situations.

Tip: Understand how much knowledge and experience is required for the individual to be able to overcome and handle new problems independently. Allow gaining new skills with experience and time.

### 220-280 (AROUND AVERAGE)

People with average scores are likely to be able to adapt to a changing environment with a certain degree of variety. They can handle operational and specialised tasks requiring a certain amount of knowledge and complexity. They are expected to learn quite quickly and are suited for jobs that require a relatively fast learning capability and comprehension of new situations. They can process complex problems/challenges in the job at an average pace and will be able to handle and process tasks simultaneously. Tip: Provide an environment that leaves room for development as the individual becomes acquainted to the role/tasks.

### 290-450 (ABOVE AVERAGE)

People with higher scores can be expected to be capable of acquiring large amounts of new and complex knowledge at high pace and to understand the broad and deep implications of changes in a job content and environment. They react very quickly to stimuli and changes and adapt very well to new conditions. They can handle a great deal of complexity in the job and are expected to have a very steep learning curve. They can process complex problems/challenges in the job at high pace and will be able to handle and process numerous tasks simultaneously.

Tip: People with higher CA scores tend to enjoy complex assignments/tasks and need a challenging environment to keep their motivation high.

THE SCALED SCORE

SCALED SCORE DEEP DIVE

MANUAL JOB TARGET

FEEDBACK MODEL

FEEDBACK



CONTACT DIRECTORY

# QUESTIONS? CONTACT THE HUMANOSTICS TEAM

THE SCALED SCORE

SCALED SCORE DEEP DIVE

MANUAL JOB TARGET

FEEDBACK MODEL

FEEDBACK

CONTACT DIRECTORY



Jesper  
Præstensgaard  
[JEP@humanostics.com](mailto:JEP@humanostics.com)  
Tel. +45 6066 9721

Pernille  
Flensted-Jensen  
[PFJ@humanostics.com](mailto:PFJ@humanostics.com)  
Tel. +45 2293 2327

Mie Scheuer  
Næblerød  
[MSN@humanostics.com](mailto:MSN@humanostics.com)  
Tel. +45 5386 0535

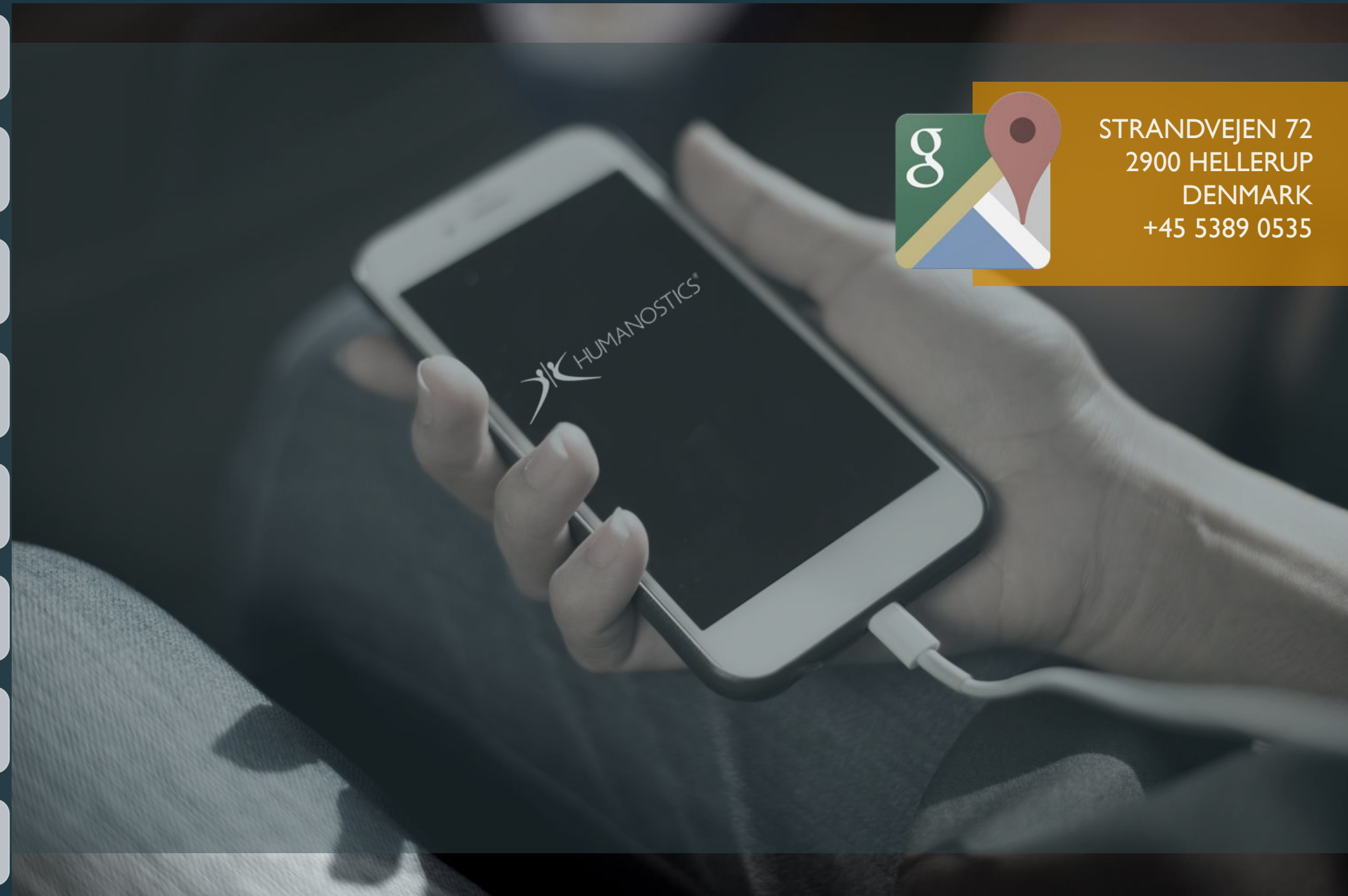
Karen  
Lysholm  
[KLY@humanostics.com](mailto:KLY@humanostics.com)  
Tel. +45 2938 1404

Christopher  
Borberg  
[CZB@humanostics.com](mailto:CZB@humanostics.com)  
Tel. +45 5387 0535

Morten  
Løkkegaard  
[MOL@humanostics.com](mailto:MOL@humanostics.com)

Training  
[training@humanostics.com](mailto:training@humanostics.com)  
Tel. +45 5389 0535

Accounting  
[accounts@humanostics.com](mailto:accounts@humanostics.com)  
Tel. +45 5389 0535



STRANDVEJEN 72  
2900 HELLERUP  
DENMARK  
+45 5389 0535