Ensure that you recruit candidates who possess the right aptitude, potential and capability to thrive in your organisation. The Smart Aptitude® Series will save you valuable time and resources when sifting, identifying and selecting talent!

The Smart Aptitude Series is a suite of three adaptive ability tests that assess your candidates' potential and capability to be a high performer in your organisation. Comprising of verbal, numerical and abstract reasoning, these tests are designed for use across all sectors and functions for apprentice, graduate, managerial and executive level jobs.

Why use The Smart Aptitude Series?

The Smart Aptitude Series offers real benefits for volume recruiters:

- **Enables better decisions**: The higher levels of accuracy and reliability of The Smart Aptitude Series ensures that decisions can be made on objective and valid information.

- **Improves the candidate experience**: The adaptive nature of the tests ensure that the questions presented to candidates are aligned to their ability level. Each test takes just 15 minutes to complete.

- **Minimises risk of cheating**: Each test has a very large and growing item bank of questions, meaning that candidates will be presented a unique combination of questions. This ensures that the tests are secure against data theft or cheating.

- **Fair**: The Smart Aptitude Series is fairer than other aptitude tests as any questions shown to unfairly discriminate against a protected group is removed from the test automatically.

- **Simple to use**: There is no need to maintain different tests for different levels. The tests' adaptive technology ensures that they can cater for all levels.

The smartest ability tests on the market
The Smart Aptitude Series in Action

- The Smart Aptitude Verbal Reasoning Test is designed to measure a candidate’s ability to understand, interpret and logically evaluate written information and reach correct conclusions. This aptitude is important when communicating ideas or understanding written information.

Value Added Tax (VAT) is the tax one has to pay when one buys goods or services at their final stage. There are various items for which VAT does not have to be paid, such as most food, children’s clothing, newspapers and magazines. Only items viewed as ‘essential’ do not require VAT. Between 2004 and 2010, this tax was raised from 15% to 17.5% and after this the tax increased further to 20% in 2013. It was claimed by a political party in 2014, that if the opposing party were re-elected they would raise the tax to 22.5%. However, this was strongly refuted by the opposing party themselves. VAT is a sales tax paid by the final consumer, mostly used whenever value has been added at the final stage of production.

- The Smart Aptitude Numerical Reasoning Test is designed to measure a candidate’s ability to understand, interpret and logically evaluate numeric information. This aptitude is important for roles that involve working with data.

- The Smart Aptitude Abstract Reasoning Test is designed to measure a candidate’s ability to identify patterns, solve problems and apply logical thinking. This aptitude is important for a variety of roles requiring problem solving and analytical skills.

Browser requirements

Please visit psionline.com/browser-support for more information on browser requirements.

Plug in Predictive Power

The Smart Aptitude Series can be combined with our other tools to build an effective, efficient assessment process.

This will help you to minimise the risk of making costly mistakes when hiring and developing people into key roles. These tools can be used in a single or multi stage process, combining the benefits of speed, accuracy, ease of use and value for money.

The Dilemmas Series™ A choice of five ready-to-use Situational Judgment Tests (SJTs) for Graduate, Call Centre, Customer Services, Admin and Management Roles.

AC-EXS® Over 250 ready-to-use assessment and development centre exercises covering all work situations, levels, functions and industries.

CBI-Smart™ An online competency based interview generator that allows you to choose from over 1,000 interview questions, assessing 35 popular competencies.