



PEOPLE IMPROVE PERFORMANCE

Connector Ability

Preparation and Frequently Asked Questions

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Connector Ability

Connector Ability is an online intelligence test that measures the G-Factor; the “General” intelligence Factor. Intelligence predicts the ease at which a person can solve new problems and learn new information. It can therefore give a good idea of how a person will deal with certain problems in a job. Connector Ability can be used for a preliminary selection of candidates who meet the intellectual level required for the job or issue, and who will be invited to take part in the subsequent selection procedure in the organization.

Connector Ability is a PI Company product in three parts:

- Series of Figures;
- Matrices;
- Series of Numbers.

You are given an explanation prior to each part and you answer sample questions to practice. You can go through this explanation and these sample questions in your own time and at your own pace, with no time pressure. Once you have completed the explanation and the sample questions, you can start answering the real questions for that part. After that you will be given the explanation and sample questions for the next part. And then you will answer the real questions in that part. This continues until you have completed all three parts.

The organization that invited you to take this test will decide whether you can take this test at home or under supervision and what will be the follow-up steps to take on the basis of the outcome of this test. When you take this test at home, the organization may decide to check your result by asking you to take a subsequent test under supervision.

In case you can take the test at home, you will receive an email with the test’s name as subject: “Connector Ability for (your name and the test’s reference number)”. This e-mail contains the link to the test. Take the test within the time period required by the organization that invited you for the test!

Taking the test

So as to be able to take the test under optimal conditions, we advise you to keep to the following points:

- Take the practice test and make sure you understand the explanation. If you want, you can download the instruction and the sample questions from the Candidate brochure (as pdf).
- Make sure that you are sufficiently fit and rested when you take the official test. If you are ill, please contact the organization that invited you.
- Before starting with the official Connector Ability test, first go again through the explanation and the sample questions. This explanation and the sample questions are the same in both the practice test and the official test.
- Prior to taking the test, inform your contact person about anything that might be relevant to know. In doubt, consult with your contact person before taking the test.

The following is specifically relevant when you take the test at home:

- Work alone. You are not allowed to receive help from other people. Also you are not allowed to use any aids, except for pen and paper.
- Plan when to take the test. Choose a time when you can work undisturbed for approximately one hour and a quarter.
- Make sure that you can not be disturbed while taking the test. Turn off the phone, close the door, let other people know that you can not be disturbed.

Frequently Asked Questions

1. Preparation and practice test

1.1 Do I have to prepare (and practice)?

By preparing well you give yourself the chance of doing as well as you can in the test. It is therefore in your own interest to make sufficient time to practice.

1.2 How can I prepare myself for taking tests? Are there more tests available for practice?

In principle, taking the PI Company practice test already serves as a good preparation for taking an ability test. Of course, extra practice by taking ability tests on the internet or by making exercises in books available on the market for this purpose, never harms. It can make you more familiar with the type of questions a test might present you. However, take into account that ability tests can differ in what they measure, how they measure, and in quality.

Examples of websites for practicing various tests:

- Series of Figures: <http://www.fibonacci.com/abstract-reasoning/test/>
- Matrices: <http://www.indiabix.com/non-verbal-reasoning/figure-matrix/>
- Series of Numbers: <http://www.fibonacci.com/math/number-sequences-test/>

Example of literature on tests and assessments:

- H. Tolley & R. Wood (2012): "How to Succeed at an Assessment Centre: Essential Preparation for Psychometric Tests, Group and Role-Play Exercises, Panel Interviews and Presentations (Careers & Testing)".
- P. Carter (2011): "IQ and Psychometric Test Workbook: Essential Preparation for Verbal, Numerical and Spatial Aptitude Tests and Personality Tests (Testing Series)".

Furthermore, nothing is more important than being relaxed and having had a good rest when being tested. And during the day itself, make sure that you read the instruction carefully so that you are sure you really understand the instruction before starting with the test.

1.3 Can I get the answers on the questions of the practice test (together with an explanation)?

Unfortunately, it is not possible to report test questions and answers. Purpose of the practice test and the report is to offer insight in how well your results are in comparison to a particular norm group. For the sample questions that are included in the instruction of the actual test, you can check your answers and you receive feedback. Based on this, you can estimate whether you correctly understand the basic principle that the particular subtest is based on.

1.4 In case you take the test at home: I want to take the test now. How do I get to the test?

Make sure you have prepared properly before you take the test, for example by taking the practice test first. That will give you the chance of doing as well as possible in the real test. If you have not yet done any preparation, go to preparation first. If you're ready to take the real test now, open the e-mail you received with 'Connector Ability for (your name and test's reference number)' in the subject line. Click the link in this e-mail. The test will open automatically.

1.5 In case you take the test at home: When must I have taken the test?

The date on which you must have taken the test is in the e-mail you received containing the link to the test. The subject line of this e-mail is: 'Connector Ability for (your name and the test's reference number)'. If there is no date mentioned in this e-mail, please contact the e-mail address or telephone number mentioned in the same e-mail.

1.6 In case you take the test at home: I can't find a quiet moment to take the test. What should I do now?

Make sure you make time to take the test before the given date. This is very important. If you really can't, please inform your contact as soon as possible (the person who sent you the invitation to take the test). Remember that there is a certain timeframe within which the test has to be taken, because there are follow-up stages in the procedure which require the test result. It is in your own interest to do everything you can to make time for the test.

2. Taking the test

2.1 What if I don't know the answer? Is it better to have a guess or leave it blank?

If you really don't know the answer, it's a good idea to have a guess; it's no use waiting until the time for answering the question is up. If you don't fill in anything, your answer is counted as wrong. If you have a guess, your answer might be right. And you won't be 'punished' for a wrong answer.

2.2 How long does the test take?

Be prepared to spend a maximum of one hour taking the test (including the explanation and the sample questions). You might finish more quickly, certainly if you've practiced extensively beforehand.

2.3 In case you take the test at home: The test has stopped working, I can't get any further. What should I do now?

Please do the following:

- Close the test (your browser).
- Check your internet connection.
- Restart the test. To do this, click the link again in the e-mail you received. The subject line of this e-mail is: 'Connector Ability for (your name and the test's reference number)'.

If you were working on the explanation or the sample questions when the test seized up, you can start again from the beginning. If you had already started on the real questions, the answers you had already given will have been saved. The test will automatically start where you left off.

If this solution doesn't work, contact the organization that invited you to take the test.

2.4 In case you take the test at home: What's to stop me asking someone to help me with the test? No one would find out.

In the job (the purpose) for which you are taking this test, you will have to show people what you are capable of without any help. In any case, the organization that has invited you may decide to ask you to take a subsequent test, which will be supervised. You won't be able to get any help from other people then: you will have to do it all yourself. It will be clear pretty soon whether your score differs from the one in the first test. So it's in your own interest to take the test by yourself, without help.

3. After the test

3.1 How will I know what the result/my score is for the real test?

Your test results will be sent to the organization that invited you to take the test. If there has been no appointment scheduled yet, your contact will get in touch with you to tell you the outcome and what will happen next.

3.2 What do the outcomes in the practice test report mean?

In the report it says that your outcomes have been compared with the outcomes of other persons that hold a certain educational level (chosen by you before you started the test). The outcomes are divided into five categories. If your score is in the leftmost box, this means that it takes you a lot more time and effort to solve the type of problems offered in the test than most people with this particular level of education. As the box where your score falls is more to the

right, it will take you less time and effort than most people your compared with. Within these five categories you can see where your score falls; it is not possible to conclude more than what is already stated in these five category boxes. The practice test is not designed to be able to make more detailed statements than what is already stated in the report.

3.3 How is it possible that the results on the practice test differ: (a) from the results on the Connector Ability test and/or (b) as I take the practice test more often?

A difference in outcomes between several practice tests and/or practice test and Connector Ability, can be related to one or more of the following aspects:

- Test characteristics:
 - Sometimes it happens that a person's score on the practice test strikingly differs from the score on the Connector Ability test.
The Connector Ability test predicts someone's general intelligence better than the practice test. This test was developed specifically for selection and meets the highest criteria on reliability and validity.
The purpose of the practice test is to prepare and to give only an indication of someone's level. Therefore, the score on the practice test is also much more globally defined (5 categories) than the score on the Connector Ability test. The organization will therefore rely on the results on the Connector Ability test.
 - Practice effect: anyone can take the practice test as often as he/she want. Because the questions always remain the same, this means that by practicing an ever higher score can be achieved.
- Individual factors:
 - Performing under pressure: Some people perform less well when they feel under pressure, when it comes to making the real test, whether or not at the organization's office. In that case, someone may score lower than his/her actual intelligence level. Conversely, someone could also perform better under pressure, when taking the official test.
 - Illness and fatigue can cause someone's achievements to be less than optimal.
- Test conditions:
 - When taking the test, someone's performance can be influenced in a negative way in case of any kind of disturbance (noise, computer failure, telephone when taking the test at home etc.)
 - When, while taking the test at home, someone makes use of aids that are not allowed or the help of another person, this will also influence the test outcome.

3.4 In case you take the test at home: Can I take a possible subsequent test at home too?

No, should you have to take a subsequent test, this will always take place somewhere else. If you are invited to take the subsequent test, you will take it in a place chosen by the organization that invited you. And this test will always be supervised.

3.5 In case you take the test at home: How much time will a possible subsequent test take?

The subsequent test contains fewer questions than the first test. Also, you will start on the real questions straight away. You won't first have to go through all the explanations and sample questions. That means that the subsequent test will take about as long as the first test. If you want, you can practice again beforehand. That's up to you. Before the date of the test, come back to this website again to practice.

4. Other questions

4.1 I've already made this test for another organization. Do I have to take the test again? Can I use the report of the test I made earlier?

Please contact your contact person/organization that requested you to make the test. Should there be no objection to use the test results obtained previously, you can use the previously received test reports again. Whether this is possible may depend among others on the previously selected norm group (whether it equals the educational reference group where the organization want to compare your results with) but also for example whether the organization itself wishes to monitor the administration of the test

4.2 I'm dyslectic (or I suffer from dyscalculia). What should I do?

The extent to which dyslexia (or dyscalculia) can affect the test results is not very great. This is because the test does not measure language or arithmetical skills, but general intelligence. Nonetheless, it is important that you mention this in advance of the test. Tell your contact.

4.3 So what is my IQ-score? Why do I not receive an IQ-score?

An IQ-score is no more than a specific way of measuring intelligence. The total world population serves as a reference group. When organizations make use of an intelligence test, most of the time this will not be an IQ-test but a test measuring general intelligence (G-factor, as is the case with this practice test) or a test that measures intelligence focused on more specific abilities (for example, numerical or verbal reasoning). These tests never report in IQ-scores, but in so-called normed scores: scores that refer to how someone scores in relation to a norm group, a comparison group. This is often a group of people who share a certain

educational level, so that based on the test, organizations can infer whether someone has a below-mean/ mean/ above-mean score compared to people with a certain educational level, for example, secondary vocational or Bachelors. So for this reason, the test report does not show IQ-scores.

Globally speaking, an average score (i.e., your score is in the middle box) is related to the following IQ-scores (per educational level): Pre-vocational education - average IQ-score=90; Secondary vocational education, average IQ-score=100; Higher professional education/Bachelors, average IQ-score=110; Pre-university education/Masters, average IQ-score=115. For the total population, the average IQ-score =100 (so around the average IQ-score for Secondary vocational education).

4.4 What is PI Company?

PI Company is the organization that developed the Connector Ability test. You can find more information about PI Company on the website www.picompany.biz.

Contact

Do you still have questions or remarks regarding the Connector Ability and/or the practice test? Please contact the organization that invited you to take this test. Should you be invited to take the test at home, you will find the contact details in the e-mail you received with the link to the test. The subject line of this e-mail is: '*Connector Ability for (your name and the test's reference number)*'.