



# \*COPAS II: Level 3

COGNITIVE & POTENTIAL ASSESSMENT

# REPORT

**Jacob Shaw**

**ID: 810213xxxxxxx**

Assessment Date: 2019-11-11



**MASS MARKET**

**Stock Controller**

Report date: 2021-06-29



# \*COPAS II: Level 3

## COGNITIVE & POTENTIAL ASSESSMENT

### SUMMARIZED REPORT

ORG: MASS MARKET  
JOB TITLE: STOCK CONTROLLER

NAME: Jacob Shaw  
ID: 810213xxxxxxx

Assessment Date: 2019-11-11

#### B. INTEGRATED (TOTAL) MENTAL ABILITY (IMA)

4

#### C. COGNITIVE CONSTRUCTS PROFILE

##### 1. Verbal Reasoning Ability

8

##### 2. Analytical & Logical Verbal Reasoning

10

##### 3. Deductive Verbal Reasoning

6

##### 4. Non-Verbal Reasoning Ability

7

##### 5. Perceptual Reasoning

10

##### 6. Acuity Perceptual Reasoning

4

##### 7. Calculation & Numerical Reasoning Ability

2

##### 8. Spatial Visualization Ability

4

##### 9. Technical & Mechanical Insight/Reasoning

4

##### 10. Original, Creative & Intuitive Thinking/Reasoning - Inferred

2

#### D. COMPLEXITY OF WORK LEVEL (CWL) : 1 to 5

3

#### E. ACCURACY

6

Report Date: 2021-06-29

Please Note: - Ten Point Sten Scale is used.

- Except in D where a 5 Level Complexity of Work scale is reported on.



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COGNITIVE & POTENTIAL ASSESSMENT  
EXTENDED DEFINED REPORT

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NAME: Jacob Shaw

## B. INTEGRATED (TOTAL) MENTAL ABILITY (IMA)

1 2 3 4 5 6 7 8 9 10

This composite scale best represents all the areas assessed by the COPAS II Level 3 test as a single weight integrated score.

## C. COGNITIVE CONSTRUCTS PROFILE

### C.1. Verbal Reasoning Ability

1 2 3 4 5 6 7 8 9 10

This is the ability to use verbal (language) skills well/effectively in a reasoning capacity in dealing with matters, solving problems and in making decisions. Verbal 'intelligence' includes the ability to communicate well; both orally and in writing.

### C.2. Analytical & Logical Verbal Reasoning

1 2 3 4 5 6 7 8 9 10

*This is the ability to identify the various elements/parts a complex situation/problem consists of and how it interacts in a critical, objective, logical (cause-effect) manner as well as generating ways and means to dealing with these issues and taking balanced and sound decisions as to which solution(s) will deal with in the situation best, in a verbal sense. This test is thus assessing the General Reasoning ability of the candidate in the verbal sphere in terms of using the analytical and logical thinking process to determine relationships in solving problems and making decisions.*

### C.3. Deductive Verbal Reasoning

1 2 3 4 5 6 7 8 9 10

This is the candidate's ability to use the deductive cognitive procedure, to solve problems and in making decisions – i.e., inferring/deducting from the data/situation, to his/her disposal, what the best answer or conclusion would be under the circumstances; using a verbal approach.



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## C.4. Non-Verbal Reasoning Ability

1 2 3 4 5 6 7 8 9 10

This is the ability of the candidate to reason objectively in an analytical, logical and perceptual way in solving problems and making decisions in settings where words and numbers do not feature. This is achieved by using visual symbols and figures where the candidate has to see the relationships between these symbols and figures to identify an appropriate missing figure or to complete a series.

## C.5. Perceptual Reasoning

1 2 3 4 5 6 7 8 9 10

This is the ability of the candidate to understand and learn from his/her experience by being able to see relationships between aspects of a situation and what may happen to them; if this occurs, then that will be the result. The quicker a person is able to see patterns in the information he/she received and make the links between the element (or units of information), the better he/she is placed to learn from the situation and take the necessary action, i.e., making the (correct) decision – and by implication, the more intelligent he/she is.

## C.6. Acuity Perceptual Reasoning

1 2 3 4 5 6 7 8 9 10

This is the ability to be sensitive and sharp to detail and in spotting small variations, deviations and/or concepts, constructs and/or problems consisting of a wide variety of variables and not to allow for obvious oversights or make unnecessary mistakes.

## C.7. Calculation and Numerical Reasoning Ability

1 2 3 4 5 6 7 8 9 10

This is the ability to be speedy and accurate in identifying a numeric base to a situation/problem, e.g., series and sequence formations and to effectively deal therewith in performing arithmetic computations such as adding, subtracting, multiplying, dividing and/or a combination thereof in providing solutions to the situation/problem.

### C.8. Spatial Visualization Ability

1 2 3 4 5 6 7 8 9 10

This is the ability to perceive fixed geometric or spatial relations amongst figures accurately and to be able to visualize how they might look if transformed, rotated, changed in position, formation and structure, subtracted or added to in any way – in order not only to obtain insight and meaning, but to find/generate solutions to problems.

### C.9. Technical & Mechanical Insight/Reasoning

1 2 3 4 5 6 7 8 9 10

This is the candidate's ability to understand the operation of mechanical apparatuses and/or grasping the principles (of a technical nature) at play regarding mechanical or physical science. The better the degree of insight the candidate demonstrates in this regard and the quicker he/she masters the insight in terms of being able to use this knowledge in practice (by applying it effectively), the higher he/she will tend to 'score' on this scale.

### C.10. Original, Creative & Intuitive Thinking/Reasoning - Inferred

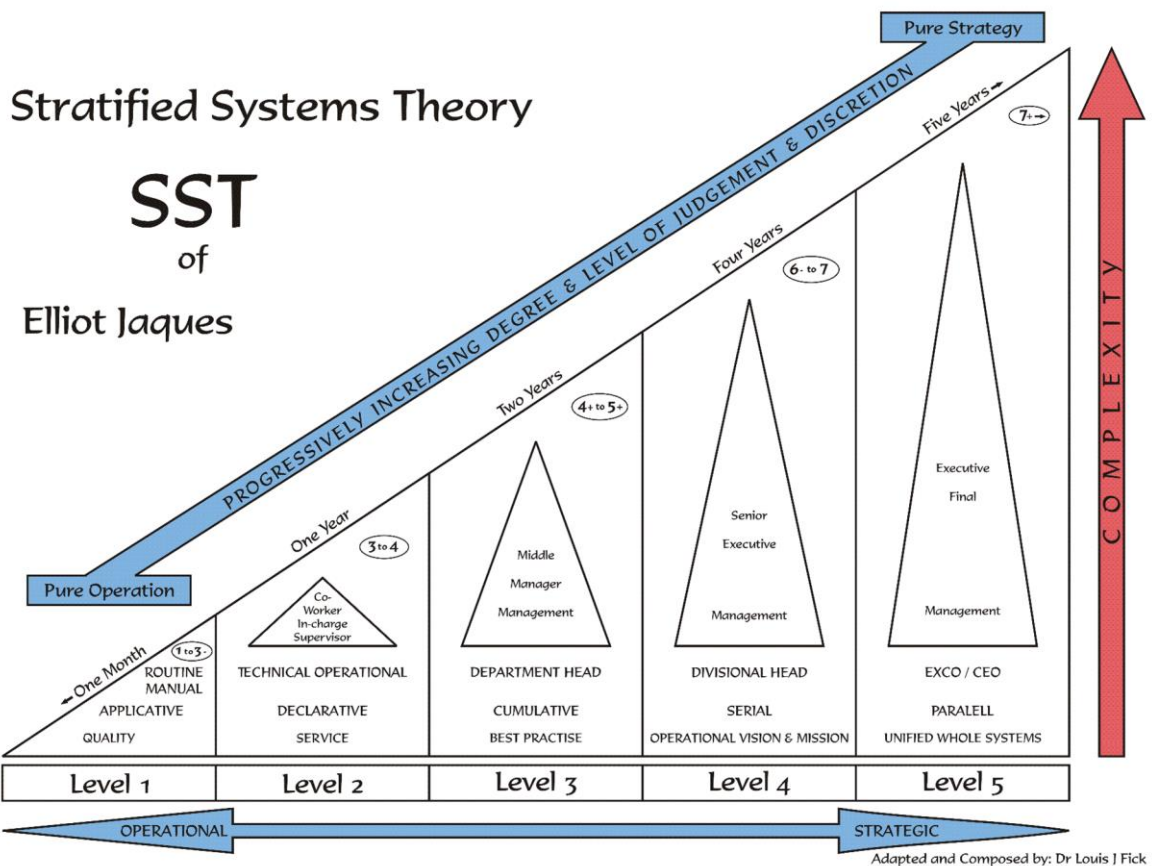
1 2 3 4 5 6 7 8 9 10

This is the ability to generate new and novel ideas and ways/approaches that represent a fresh look at the situation in terms of a break-away from the traditional, obvious stereotypical ways of thinking – especially in cases where applying such original and directive thinking patterns is a prerequisite to effectively solving/dealing with the situation – in finding solutions to problems.

### D. COMPLEXITY OF WORK LEVEL (CWL 1-5)



This is indicative of the Complexity Work Level (CWL) the candidate is presently able to handle well in terms of the person's Integrated Mental Ability (IMA) to deal with the typical situations and functions comprising that particular organisational level – progressing from a virtually pure operations level of routine manual functions to the virtual pure strategic functions typified by the executive level in the organisational echelon as reflected in the schematic presentation of the 5-Level Stratified Systems Theory of Elliot Jaques – i.e., the progressively increasing Complexity of Work Levels (CWL), shown below:



### E. ACCURACY



Although not a cognitive property per sé, this scale is indicative of the candidate's behavioural disposition regarding the degree of accuracy with which he/she typically applies his/her cognitive capacity in dealing with situations or solving problems in practice. The higher the score on this scale, the more careful he/she tends to be in applying his/her mental ability accurately in solving problems and making decisions in general terms.