



# \*COPAS II: Level 1

COGNITIVE & POTENTIAL ASSESSMENT

## REPORT

**Emily Clark**

**ID: 960819xxxxxxx**

Assessment Date: 2021-04-20



**INTEGRITY INTERNATIONAL**

**Internal Sales Consultant**

Report date: 2021-10-04





**\*COPAS II: Level 1**  
**COGNITIVE & POTENTIAL ASSESSMENT**  
**SUMMARIZED REPORT**

ORG: INTEGRITY INTERNATIONAL  
 JOB TITLE: INTERNAL SALES CONSULTANT

NAME: Emily Clark  
 ID: 960819xxxxxxx

Assessment Date: 2021-04-20

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

**7+**

**C. COGNITIVE CONSTRUCTS PROFILE**

1. Verbal Reasoning Ability

**8**

2. Non-Verbal Reasoning Ability

**5**

3. Numerical Reasoning Ability

**8**

**D. COMPLEXITY OF WORK LEVEL (CWL) : 1 TO 5**

**5**

**E. ACCURACY**

**8**

Report Date: 2021-10-04

Please Note: - Ten Point Sten Scale is used.  
 - Except in D where a 5 Level Complexity of Work scale is reported on.



# \*COPAS II: Level 1

## COGNITIVE & POTENTIAL ASSESSMENT EXTENDED DEFINED REPORT

ORG: INTEGRITY INTERNATIONAL  
JOB TITLE: INTERNAL SALES CONSULTANT

NAME: Emily Clark

### 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 1 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. 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.3. Numerical Reasoning Ability

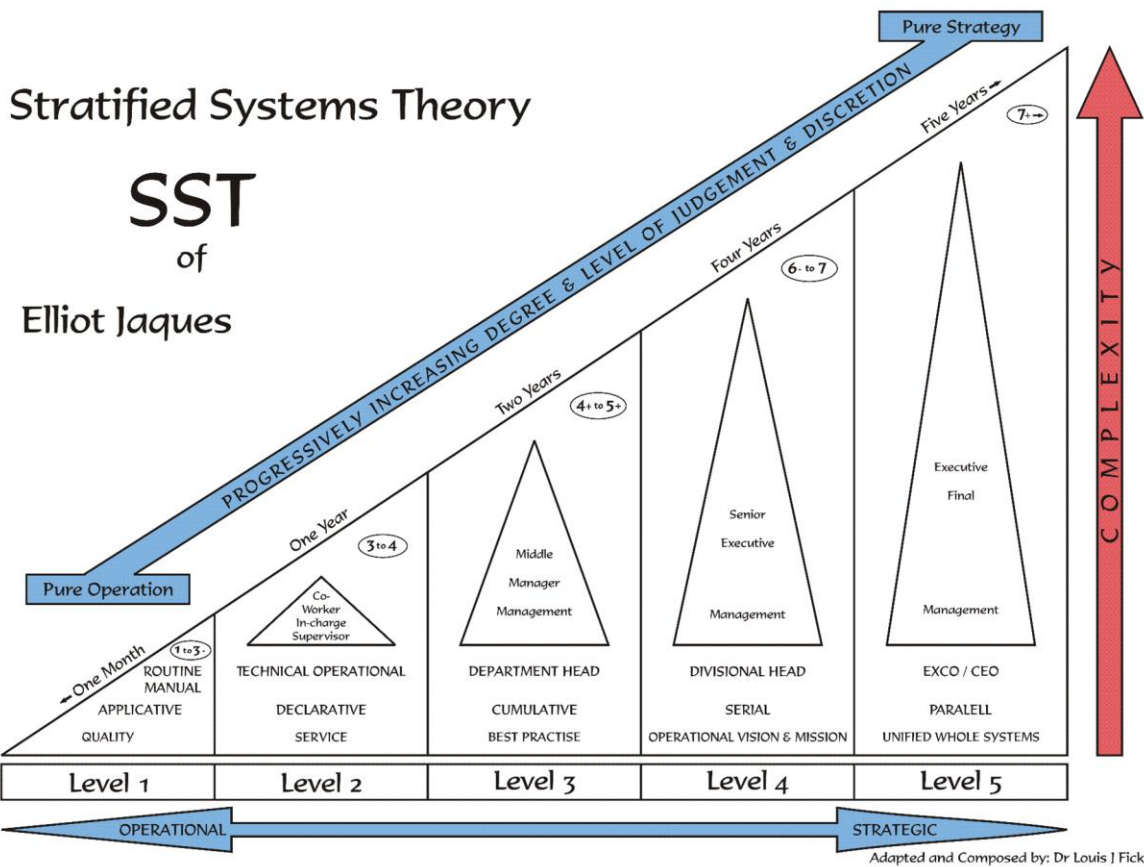
1 2 3 4 5 6 7 8 9 10

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.

**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.