



*COPAS Version 1

COGNITIVE & POTENTIAL ASSESSMENT

REPORT

Louise Frick

ID: 850525xxxxxxx

Assessment Date: 2019-09-18



INTEGRITY INTERNATIONAL

Internal Sales Consultant

Report date: 2021-12-09



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COGNITIVE & POTENTIAL ASSESSMENT

ORG: INTEGRITY INTERNATIONAL
JOB TITLE: INTERNAL SALES CONSULTANT

SUMMARIZED REPORT

Assessment Date: 2019-09-18

NAME: Louise Frick
ID: 850525xxxxxxx

SCALE UTILISED IN PRESENTATION

STEN

5 POINT

FORMAT UTILISED IN PROFILE IN C

STANDARD

COMBINED

B. MAIN SUB-STRUCTURES

Current Mental Ability (CMA)

5

Accessible Latent Potential (ALP)

8

Optimal Cognitive Capacity Index (OCCI)

6+

C. COGNITIVE CONSTRUCTS PROFILE (CCP)

1 Mental Alertness

5

2 Analytical & Logical Reasoning in Problem Solving

5

3 Numerical Ability/Orientation in Problem Solving

4

4 Original Creative & Intuitive Thinking in Problem Solving

4

5 Spatial Relations & Concept Formation in Problem Solving

5

6 Alertness to detail & in Perception

8

D. SST – STRATIFIED SYSTEMS THEORY

Complexity of Work Level (CWL) - 1 - 5

1. CURRENT REALISED LEVEL

3

2. POTENTIAL LEVEL

4

E. ACCURACY

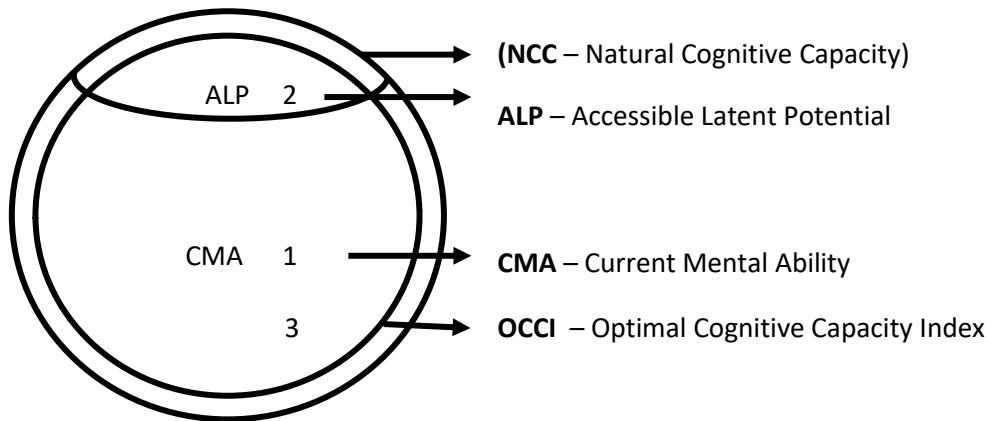
Cognitive Integrity (CI)

6

Report Date: 2021-12-09

Three Main Sub-Structures

Schematically the candidate's **three main cognitive factors** reflected in the COPAS Summarized Report present themselves in the following perspective:



NCC (Natural Cognitive Capacity)

Although the **Natural Cognitive Capacity** is not reported on in the Summarized Report, it does play an important role in understanding the total cognitive field/concept.

Every person is genetically gifted with a certain **Natural Cognitive Capacity (NCC)** at Birth. That represents the person's maximum cognitive capacity. It cannot be improved on and is unique to that person.

The **NCC** is encapsulated by the outer circle in the above schematic presentation.

B.1. CMA- Current (Realized) Mental Ability



This is the degree to which the candidate realised his NCC and is using it on a day-to-day basis in dealing with difficult situations that require mental ability and in solving problems.

B.2. ALP – Accessible Latent Potential



This is indicative of the cognitive resource to the disposal of the candidate to enhance his CMA through cognitive stimulation and being offered the opportunity to grow well as the ease and rate at which he can acquire new knowledge and skills.

B.3. OCCI – Optimal Cognitive Capacity Index



This is a guide-index of the cognitive capacity level the candidate can realise given his particular set of impacting factors/conditions – e.g., his cognitive potential, age, stress, motivation, etc.



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C. Six Cognitive Constructs – Profile of Strong & Weak Points

C.1. Mental Alertness

1 2 3 4 5 6 7 8 9 10

This is the cognitive awareness, sharpness, speed and ability with which the candidate perceives, recognises and derives meaningful constructs, relationships, inter-plays between relationships, establishing order and rapidly producing solutions to complex and diverse situations through sound and logical reasoning, conceptual insight and situational judgement.

C.2. Analytical & Logical Reasoning in Problem-Solving

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, generating ways and means to deal with these issues and taking balanced and sound decisions as to which solutions will deal with the situation best.

C.3. Numerical Ability/Orientation in Problem-Solving

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.4. Original & Creative Thinking in Problem-Solving

1 2 3 4 5 6 7 8 9 10

This is the ability to generate new and novel ideas and ways/approaches that represents a fresh look at the situation in terms of a break-away from the traditional, obvious and 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.

C.5. Spatial Relations & Concept Formation in Problem-Solving

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, 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.6. Alertness to Detail & in Perception

1 2 3 4 5 6 7 8 9 10

This is the ability to be attentive to detail, to spot small deviations in several different variables and to avoid obvious oversights and unnecessary mistakes.



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D. Complexity of Work Level

(please refer to next page for Schematic Model)

D.1. SST – Stratified Systems Theory: Current Realized Level



This is indicative of the Complexity Level of Work the candidate is presently able to handle well in terms of the person's CURRENT Mental Ability (CMA) 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 attached schematic presentation of the 5-Level Stratified Systems Theory of Elliot Jaques.

D.2. SST – Stratified Systems Theory: Potential Level



This again, is indicative of the Complexity Level of Work the candidate would be able to handle in terms of the POTENTIAL Cognitive Capacity the person could realize under 'ideal' circumstances to deal effectively with the typical situations and functions comprising the 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 attached schematic presentation of the 5-Level Stratified Systems Theory of Elliot Jaques. It is important to note that this Complexity Level may be lower than the level indicated in D.1. above, subject to the unique set of prevailing circumstances impacting on the candidate, like for example age, drugs, stress, personality, etcetera, which are of course not recognised as pure and typical cognitive factors.

E. Accuracy

Cognitive Integrity

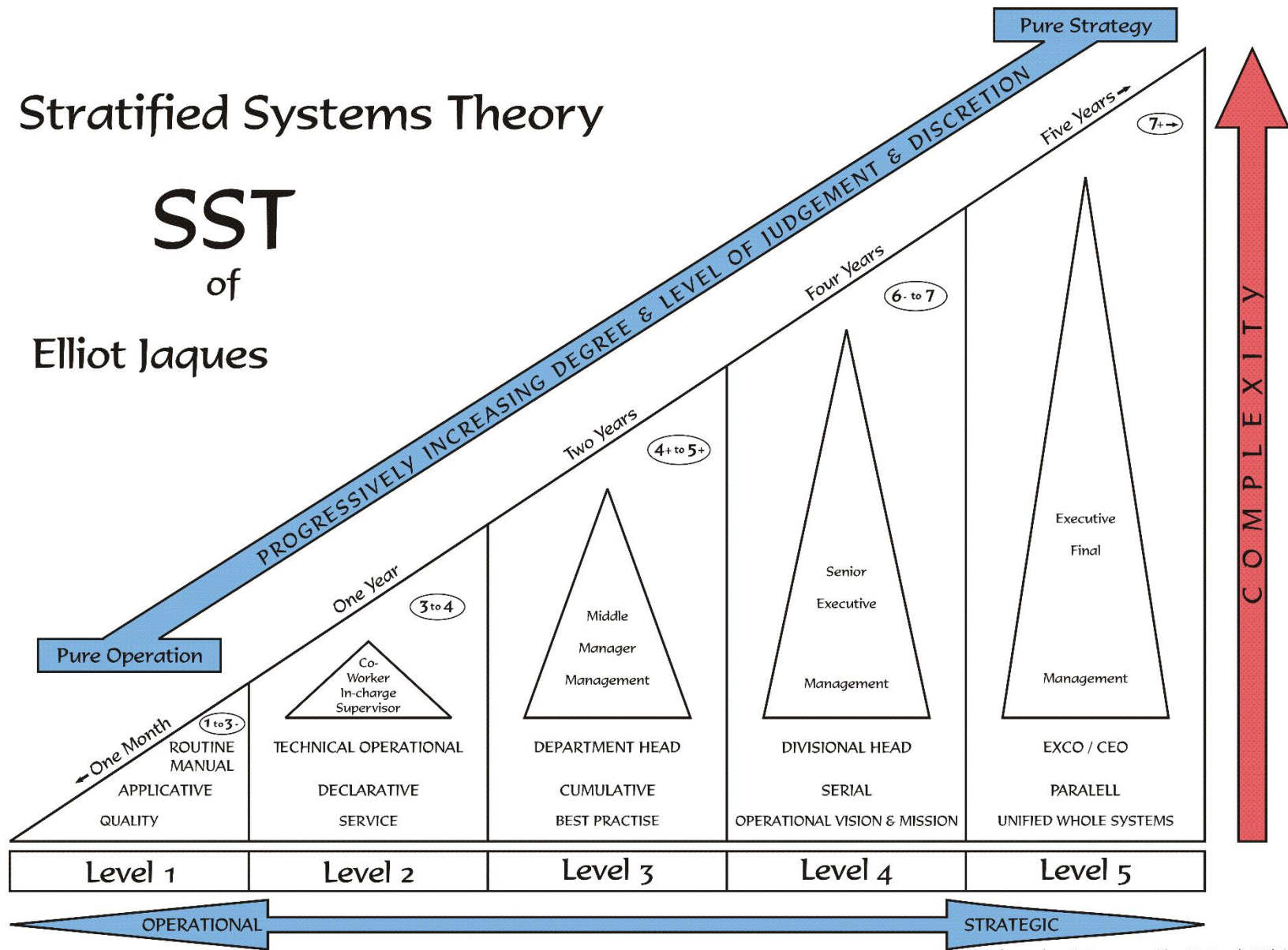


Although not a cognitive property per sé, this scale is indicative of the candidate's behavioural disposition regarding the degree of accuracy with which he typically applies his cognitive capacity in dealing with situations or solving problems in practice. The higher the score on this scale, the more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



Stratified Systems Theory

SST of Elliot Jaques



Adapted and Composed by: Dr Louis J Fick