



 The logo for Connector ABILITY, featuring a red and white circular graphic with a stylized 'i' on the left, followed by the word 'Connector' in black and 'ABILITY' in red.

Connector ABILITY

Selection without borders

Making differences in intelligence visible

How are organisations to select the right people with the appropriate professional and intellectual ability in an ever-tighter labour market, which is furthermore becoming increasingly international? To be able to make a good comparison between candidates with different nationalities, cultural backgrounds, education and diplomas, the use of good intelligence tests has become more important than ever. Connector Ability can help you to reduce all sorts of dissimilarities to actual differences in intelligence, without the influence of such matters as language or cultural background.

The ease with which someone learns and solves problems

Candidates' intelligence (also called cognitive abilities) predicts the ease and speed with which they will be able to solve new problems and can master new information. That is why it gives a good picture of how the person will deal with certain problems in the job in question.

Selecting quickly, fairly and effectively

Connector Ability is an online intelligence test that measures the G factor: the general intelligence factor. What makes Connector Ability unique are the additional features that often do not appear in traditional tests in one or more aspects:

- suitable for international application
- language and culture have no relevant effect on the test result
- can be administered anywhere and at any time
- fast and efficient due to its adaptive way of measuring

Combining the best of science and working practice

Connector Ability was developed by PiCompany in conjunction with the Dutch University of Twente. A number of top 500 organisations, government bodies and minority organisations also helped with its development. This not only guarantees a test that meets the highest quality requirements, but also one that is compatible with working practice. During the development of the test much attention was paid to researching and guaranteeing that differences in such matters as language and culture would have no relevant effect on the test result.

A few advantages explained

1. Fast, efficient selection.

The adaptive nature of the test means that the level of the test is altered to suit the candidate. The level of each question depends on the answer to the previous one. This means that each candidate is presented with a unique set of questions. The items are precisely challenging enough for each candidate: not too difficult and not too easy.

2. Selection free of cultural bias.

Because language and culture have no relevant effect on the result of the test, it is suitable for universal application. What is more, it makes it possible to compare everyone fairly.

3. Suitable for international application.

International diplomas are often difficult to compare. Connector Ability makes it possible to compare international candidates both professionally and against one and the same benchmark. That enables the right candidates to actually be selected.

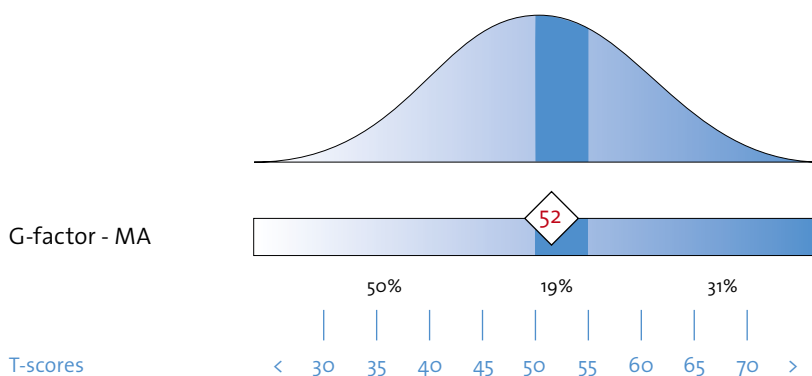
Report is immediately available

The Connector Ability test results are available immediately after the test has been taken and are sent by e-mail. This fast processing and reporting means that the test and the selection interview can take place almost immediately one after the other. And you do not need to be a psychologist to discuss the automatically generated report. A short training course will ensure that you can provide feedback on the test result.

Assistance with administering and usage

Connector Ability can be applied for and taken online. PiCompany will train people from your organisation to be test assistants who can take care of administering Connector Ability and supervise the candidates. Finally, PiCompany will train the appropriate people in how to interpret the test results. This will enable you to administer the tests entirely in-house.

EXAMPLE FROM THE
CONNECTOR ABILITY REPORT



The candidate has scored 52. This score is between 50 and 55. This means that 50 % percent of the people in the norm group with MA -education had a lower score and 31 % percent had a higher score than the candidate. 19 % percent scored about the same as the candidate.

PiCompany links your organisation's ambitions to your employees' performance.

We offer solutions that touch on performance management, leadership, competency development and selection.