Pearson
Talent Solutions

COGNITIVE ASSESSMENTS

Fluid Intelligence



Help your organization uncover raw potential, solve complex problems, and think beyond experience

Fluid Intelligence, based on **Raven's Adaptive**, helps you identify individuals who can think flexibly, learn rapidly, and tackle unfamiliar challenges with confidence. Using advanced adaptive testing, it delivers a precise, efficient measure of general cognitive ability—so you can build teams ready for what's next.

In today's fast-changing workplace, the ability to learn quickly and solve new problems matters more than ever. Roles evolve, technologies shift, and employees are constantly asked to adapt. Fluid intelligence—the ability to think abstractly, recognize patterns, and solve problems without prior knowledge—is a powerful predictor of success across industries.

Fluid Intelligence Benefits

- **Two options available** – 15 question version for a short yet reliable process; 20 question version for higher-stakes decisions like management hiring and leadership development.
- **Measures general cognitive ability** through non-verbal abstract reasoning
- **Highly reliable, predictive scores** trusted as a gold-standard assessment
- **Adaptive testing technology** adjusts difficulty in real time for greater precision
- **Reduced linguistic bias** with non-verbal content for fairer assessment
- **Enables confident hiring and development decisions** across diverse roles

Our Fluid Intelligence assessment measures the following:

1. **Abstract Reasoning**
   Identifying patterns, relationships, and structures in visual information without relying on language
2. **Lateral Thinking**
   Approaching problems from new angles to generate innovative solutions
3. **Learning Agility**
   Quickly grasping new concepts and applying them in unfamiliar situations
4. **Problem Solving Without Prior Knowledge**
   Tackling novel and complex challenges using logic and reasoning alone
5. **Cognitive Flexibility**
   Adapting thinking strategies as tasks evolve or increase in difficulty
6. **Decision Making Under Uncertainty**
   Drawing logical conclusions when information is incomplete or new



Languages

Available in 18 languages, including:

English (US & UK)
French
Spanish (Global & Latin American)
Chinese (Simplified & Traditional)
German
Japanese
Korean
Portuguese (Brazilian & European)
And more

Norms

General population norms, Role-level norms (graduate through executive roles)

The Fluid Intelligence assessment is based on RAVEN'S™, Raven's Adaptive. Raven's Adaptive based on John Raven's classic progressive matrices format is one of the most proven predictors of performance helping organizations measure a candidate's problem solving and learning potential skills and predict future performance.

Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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