Pearson
Talent Solutions

COGNITIVE ASSESSMENTS

General Ability



Help your organization identify potential faster—and build teams ready to learn and perform

In today's fast-moving workplace, success depends on how quickly people can learn, adapt, and apply new information. With more applicants than ever, organizations don't need more resumes—they need better insight into who will thrive.

General Ability helps you identify individuals with the core reasoning skills that drive success across roles. Measuring verbal, numerical, and abstract reasoning, it gives you a clear, reliable view of a person's ability to learn, solve problems, and perform on the job—so you can move forward with confidence.

General Ability Benefits

- **Quick and efficient** – Approximately 15 minutes to complete
- **Measures core cognitive ability** across verbal, numerical, and abstract reasoning
- **Strong predictor of job performance and learning ability**
- **Streamlines high-volume screening** to quickly identify top candidates
- **Objective, data-driven insights** to support fair and consistent decisions
- **Automatically generated score reports** for immediate interpretation
- **Ideal for entry-level and early career roles** across industries

Our General Ability assessment measures the following:

1. **Verbal Reasoning**
   Recognizing subtle relationships among concepts or ideas, identifying commonalities, and thinking constructively on an abstract level
2. **Numerical Reasoning**
   Interpreting and working with numbers to solve problems and make decisions
3. **Abstract Reasoning**
   Identifying patterns, trends, and relationships in unfamiliar information
4. **Learning Agility**
   The ability to quickly grasp new concepts, processes, and job requirements
5. **Problem Solving**
   Applying logic and analysis to navigate tasks and challenges effectively
6. **Workplace Readiness**
   Demonstrating the foundational thinking skills needed to succeed across roles



Languages

English

Norms

General population norms, Role-based comparisons, Industry benchmarks (where available)

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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