Pearson
Talent Solutions

COGNITIVE ASSESSMENTS

Logical Reasoning



Help your organization make better decisions, every day

At work, decisions rarely come with complete information. Priorities shift. Context changes. Success depends on how well people interpret what they know and decide what to do next.

The **Logical Reasoning Assessment** identifies individuals who can think clearly in these moments. It measures how candidates evaluate information and choose the best course of action in realistic scenarios.

This approach moves beyond abstract problem solving to reflect how people actually think at work, giving you a clear, job-relevant view of reasoning in action.

Logical Reasoning Benefits

- **Efficient and precise** with fewer items through advanced scoring and adaptive delivery
- **Measures real-world reasoning** using practical, scenario-based decisions
- **Reliable results** powered by item response theory (IRT)
- **Adaptive testing** adjusts to ability level for accuracy and security
- **Engaging experience** grounded in everyday decision-making
- **Supports confident decisions** as part of a whole-person assessment strategy

What our Logical Reasoning Assessment measures:

1. **Everyday Decision-Making**
   Selects the most logical action in real-world situations
2. **Inference and Conclusion Drawing**
   Identifies likely explanations based on incomplete information
3. **Pattern Recognition**
   Recognizes sequences and predicts what comes next
4. **Cause-and-Effect Reasoning**
   Understands how actions influence outcomes
5. **Scenario Evaluation**
   Compares options to determine the most effective response
6. **Practical Judgment**
   Applies reasoning to make sound, work-relevant decisions



Outcomes

The Logical Reasoning Assessment is designed to balance performance insight with fairness.

Compared with traditional math, verbal, or abstract reasoning tests, this approach is expected to produce **lower differences across demographic groups**. Its focus on practical, relatable reasoning makes the experience more accessible and relevant.

This helps you:

- **Expand access to opportunity** with a more inclusive approach
- Maintain **strong prediction of job performance**
- **Reduce subgroup differences** while upholding hiring standards

Validation research with a federal agency shows this approach delivers **robust prediction and lower-than-typical group differences**, helping you make fair, confident decisions.

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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