



LARGE MULTINATIONAL TECHNOLOGY COMPANY conducted an independent validation study of Cognify

Revelian partnered with a large multinational technology company to conduct an independent validation study with employees in the United States, United Kingdom and India. This research was undertaken to examine the relationship between employee scores on Cognify and scores on another measure of cognitive ability. In addition, this research also examined the relationship between employee scores on Cognify and job performance metrics.

Over 220 employees participated in the study by completing Cognify and the second cognitive ability assessment. The second assessment was a well-established, traditional test currently used by the organisation in recruitment. Manager ratings were also gathered for each participant on attributes such as technical knowledge, problem solving ability, rapid learning, and embracing challenges.

The results indicated that Cognify has sound convergent validity, with a significant correlation of $r = .506$ ($N=224$) with the second measure of cognitive ability. In addition, a significant relationship was found between Cognify scores and job performance attributes for the sample of participants, supporting the criterion validity of Cognify.



FINDINGS



Underrepresented minorities in the study felt that Cognify would provide a greater opportunity to showcase their abilities compared to the traditional assessment.



Participants reported positive impressions of Cognify, including describing the assessment as fun, interesting, engaging, different and challenging.

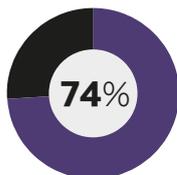


Participants indicated that Cognify would positively influence their decision to accept a role with the organisation and motivated them to recommend applying for a role with the organisation.



OVERALL RESULTS

Better organisation alignment



74% of participants thought that Cognify aligned better with their perception of the organisation compared to the traditional assessment

Positive organisation perceptions



60% of participants indicated the assessment positively influenced their perception of the organisation