

## RESEARCH BRIEF:

# Combining Tests for a Better Solution



Cognitive ability is measured by four specific types of reasoning: mechanical, spatial, verbal, and numerical—also referred to as general mental ability or g. Although these abilities are unique, there is some overlap between the reasoning types. Correlations between the Watson-Glaser™ Critical Thinking Appraisal, a verbal reasoning assessment, and the new NDIT™ Numerical Data Interpretation Test range from .47 to .50.

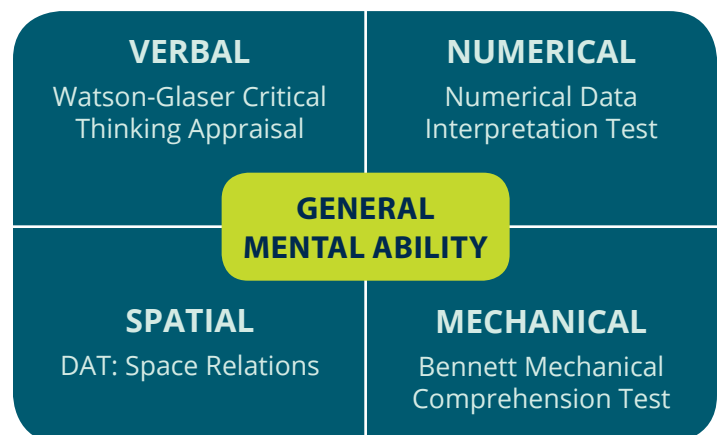
### What does this mean?

Although scores on the Watson-Glaser have a positive relationship with NDIT scores, NDIT provides additional information. Its scores provide a clearer picture of a candidate's ability to correctly draw logical conclusions and inferences from numerical data above and beyond the critical thinking measured by Watson-Glaser.

### Which test is right for my job candidate?

Conduct a job analysis or refer to the job description to determine what type of reasoning is important or frequently used in your open position. Use the Occupation Quick Search in the O\*NET database to learn what abilities are important for success in nearly 1,000 different jobs, then simply align the in-demand ability with the corresponding TalentLens Solution.

Combine TalentLens ability assessments with a personality or values inventory for even more insight on candidate potential. Adding a second assessment to your hiring process may increase the combined validity of the test battery, especially when the two tests measure different skills. This evidence, known as incremental validity, is most practical when the candidate testing experience is less than one hour long.



For assistance in choosing the right solution for your hiring needs, contact us for a free consultation or demonstration.

For more information or to order,  
please visit [TalentLens.com/NDIT](https://www.talentsolutions.com/NDIT)

## What Jobs Use Numerical Reasoning?

The US Department of Labor's O\*NET database rates mathematical reasoning as important for nearly 300 jobs.

Accountants	Chefs & Head Cooks	Postsecondary	Government Property	Except Epidemiologists	Remote Sensing
Actuaries	Chemical Engineers	Environmental	Inspectors &	Meeting, Convention, &	Scientists &
Advertising &	Chemical Technicians	Compliance Inspectors	Investigators	Event Planners	Technologists
Promotions Managers	Chemists	Ergonometricians	Hospitalists	Microbiologists	Remote Sensing
Aerospace Engineers	Chief Executives	Environmental	Hydroelectric Plant	Microsystems	Technicians
Agricultural Engineers	Civil Drafters	Economists,	Technicians	Engineers	Risk Management
Agricultural Sciences	Civil Engineering	Technicians, Engineers,	Hydroelectric	Mining & Geological	Specialists
Agricultural Technicians	Technicians	& Restoration Planners	Production Managers	Engineers, Including	Robotics Engineers
Air Traffic Controllers	Civil Engineers	Environmental	Hydrologists	Mining Safety Engineers	Robotics Technicians
Airline Pilots, Copilots,	Claims Examiners,	Science & Protection	Industrial Ecologists	Molecular & Cellular	Sales Agents, Financial
& Flight Engineers	Property & Casualty	Technicians	Industrial Engineering	Biologists	Services
Allergists &	Insurance	Epidemiologists	Technicians	Morticians,	Sales Agents, Securities
Immunologists	Climate Change	Fabric & Apparel	Industrial Engineers	Undertakers, & Funeral	& Commodities
Anesthesiologist	Analysts	Patternmakers	Industrial Production	Directors	Sales Engineers
Assistants	Clinical Data Managers	Farm & Home	Managers	Nanosystems	Sales Managers
Anesthesiologists	Clinical Nurse	Management Advisors	Industrial Safety &	Engineers	Securities &
Animal Scientists	Specialists	Farm & Ranch	Health Engineers	Nanotechnology	Commodities Traders
Anthropologists	Compensation &	Managers	Industrial-	Engineering	Set & Exhibit Designers
Appraisers, Real Estate	Benefits Managers and	Financial Analysts	Organizational	Technicians	Sheet Metal Workers
Archaeologists	Analysts	Financial Examiners	Psychologists	Natural Sciences	Social & Community
Architects, Except	Computer &	Financial Managers,	Informatics Nurse	Managers	Service Managers
Landscapers	Information Research	Branch or Department	Specialists	Network & Computer	Social Science Research
Engineering Managers	Scientists	First-Line Supervisors	Instructional	Systems Administrators	Assistants
Architectural Drafters	Computer &	of	Coordinators	Neurologists	Software Developers,
Assessors	Information Systems	First-Line Supervisors	Insurance Adjusters,	Neuropsychologists	Applications
Astronomers	Managers	of Food Preparation &	Examiners, &	& Clinical	Software Developers,
Atmospheric & Space	Computer Hardware	Serving Workers	Investigators	Neuropsychologists	Systems Software
Scientists	Engineers	First-Line Supervisors	Insurance Sales Agents	New Accounts Clerks	Soil & Plant Scientists
Auditors	Computer Numerically	of Mechanics, Installers,	Investment Fund	Non-Destructive	and Conservationists
Automotive Engineering	Controlled Machine	& Repairers	Managers	Testing Specialists	Solar Energy Systems
Technicians	Tool Programmers,	First-Line Supervisors	Loan Counselors	Nuclear Engineers	Engineers
Automotive Engineers	Metal & Plastic	of Non-Retail Sales	Loan Interviewers &	Nuclear Medicine	Statistical Assistants
Billing, Cost, & Rate	Computer	Workers	Clerks	Physicians	Statisticians
Clerks	Programmers	First-Line Supervisors	Loan Officers	Nuclear Technicians	Storage & Distribution
Biochemical Engineers	Computer Systems	of Retail Sales Workers	Lodging Managers	Nurse Anesthetists	Managers
Biochemists &	Analysts	Food Science	Log Graders & Scalers	Nurse Practitioners	Supply Chain Managers
Biophysicists	Computer Systems	Technicians	Logisticians	Occupational Health &	Survey Researchers
Biofuels Production	Engineers/Architects	Food Scientists &	Logistics Analysts,	Safety Specialists	Surveying Technicians
Managers	Computer-Controlled	Technologists	Engineers, and	Office Machine	Surveyors
Biofuels/Biodiesel	Machine Tool	Forest & Conservation	Managers	Operators	Tax Examiners &
Technology &	Operators, Metal &	Technicians	Management Analysts	Online Merchants	Collectors
Product Development	Plastic	Fraud Examiners,	Manufacturing	Operations Research	Tax Preparers
Managers	Construction & Building	Investigators & Analysts	Engineers	Analysts	Teachers
Bioinformatics	Inspectors	Freight Forwarders	Mapping Technicians	Ophthalmologists	Telecommunications
Scientists	Construction Managers	Fuel Cell Engineers	Marine Architects	Optometrists	Engineering Specialists
Bioinformatics	Cost Estimators	Gaming & Sports Book	Marine Engineers	Payroll & Time Clerks	Tellers
Technicians	Credit Analysts	Writers & Runners	Market Research	Personal Financial	Traffic Technicians
Biological Technicians	Credit Counselors	Gaming Cage Workers	Analysts & Marketing	Advisors	Transportation
Biologists	Database	Gaming Cashiers	Specialists	Petroleum Engineers	Engineers
Biomass Power Plant	Administrators	Gaming Managers	Marketing Managers	Pharmacists	Transportation
Managers	Dentists, General	Genetic Counselors	Materials Engineers	Pharmacy Technicians	Managers
Biomedical Engineers	Economists	Geneticists	Materials Scientists	Photonics Engineers	Treasurers &
Biostatisticians	Education	Geodetic Surveyors	Mathematical	Physicians	Controllers
Bookkeeping,	Administrators	Geographers	Technicians	Physician Assistants	Urban Planners
Accounting, & Auditing	Electrical & Electronics	Geographic	Mathematicians	Physicists	Validation Engineers
Clerks	Repairers	Information Systems	Mechanical Drafters,	Postal Service Clerks	Veterinary Technicians
Brick & Block masons	Electrical Drafters	Technicians	Engineers, Technicians,	Procurement Clerks	Water Resource
Brokerage Clerks	Electrical Engineering	Geoscientists, Except	and Technologists	Product Safety	Specialists & Engineers
Budget Analysts	Technicians	Hydrologists &	Mechatronics	Engineers	Weighers, Measurers,
Business Continuity	Electrical Engineers	Geographers	Engineers	Purchasing Agents	Checkers, & Samplers,
Planners	Electricians	Geospatial Information	Medical & Clinical	Purchasing Managers	Recordkeeping
Business Intelligence	Electromechanical	Scientists &	Laboratory Technicians	Quality Control Analysts	Wholesale & Retail
Analysts	Engineers	Technologists	Medical & Clinical	Radiologists	Buyers
Buyers & Purchasing	Energy Auditors	Geothermal Managers	Laboratory	Range Managers	Wind Energy Engineers
Agents, Farm Products	Energy Brokers	Technicians	Technologists	Real Estate Sales	& Managers
Cashiers	Energy Engineers		Medical Scientists,	Agents	Zoologists