A Generic Cognitive Ability Test is designed to evaluate a candidate's critical thinking, problem-solving, and general reasoning skills. These types of tests assess various aspects of cognitive function such as numerical reasoning, verbal reasoning, logical thinking, and spatial awareness. Below is a sample cognitive ability test that can be used as a preliminary assessment during the hiring process.

**Generic Cognitive Ability Test**

**Candidate Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Position: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Time Limit: 30 minutes**

Instructions: Answer the following questions to the best of your ability. Please write your answers clearly in the spaces provided. Do not use a calculator or any external help.

**Section 1: Numerical Reasoning**

1. What is the next number in the sequence?

3, 6, 11, 18, \_\_\_\_

Answer: \_\_\_\_

2. If a car travels 60 miles in 1.5 hours, what is its average speed in miles per hour?

Answer: \_\_\_\_

3. John bought 8 books at $15 each and received a 20% discount. What was the total amount he paid?

Answer: \_\_\_\_

4. A train has 4 carriages with 30 seats each. If 95 seats are occupied, how many are still available?

Answer: \_\_\_\_

**Section 2: Verbal Reasoning**

5. Select the word that is the most similar to the given word:

\_Emphasize\_

A) Highlight

B) Reduce

C) Ignore

D) Diminish

Answer: \_\_\_\_

6. Which of the following sentences is grammatically correct?

A) She don’t like coffee.

B) She doesn’t likes coffee.

C) She doesn’t like coffee.

D) She don’t likes coffee.

Answer: \_\_\_\_

7. Find the word that is opposite in meaning to the word below:

\_Benevolent\_

A) Kind

B) Cruel

C) Generous

D) Friendly

Answer: \_\_\_\_

8. Complete the analogy:

Dog is to Bark as Cat is to \_\_\_\_

A) Roar

B) Purr

C) Hiss

D) Howl

Answer: \_\_\_\_

**Section 3: Logical Reasoning**

9. Which shape completes the pattern?

A) ▲

B) ■

C) ●

D) ◆

(Use sample visual patterns on the test form)

Answer: \_\_\_\_

10. A is taller than B. C is shorter than A but taller than D. Who is the shortest?

Answer: \_\_\_\_

11. If all cats are animals and some animals are black, which of the following statements is true?

A) All cats are black.

B) Some black animals are cats.

C) No black animals are cats.

D) All black animals are cats.

Answer: \_\_\_\_

12. If it takes 5 machines 5 minutes to make 5 widgets, how long would it take 100 machines to make 100 widgets?

Answer: \_\_\_\_

**Section 4: Spatial Reasoning**

13. Which shape is a mirror image of the shape below?

(Provide sample images for candidates to choose from)

Answer: \_\_\_\_

14. A cube is painted red on all sides and then cut into 27 smaller cubes. How many of these smaller cubes have exactly two red sides?

Answer: \_\_\_\_

15. Identify the odd one out:

A) Circle

B) Triangle

C) Rectangle

D) Sphere

Answer: \_\_\_\_

**Section 5: Critical Thinking**

16. You have 3 apples, and you take away 2. How many apples do you have?

Answer: \_\_\_\_

17. If it’s raining, then the ground is wet. The ground is not wet. What can we conclude?

A) It’s raining.

B) It’s not raining.

C) The ground is dry.

D) It might be raining.

Answer: \_\_\_\_

18. A store sells 5 types of fruits: apples, bananas, cherries, dates, and elderberries. If apples are more expensive than cherries but cheaper than bananas, which fruit is the cheapest if dates are more expensive than cherries but cheaper than elderberries?

Answer: \_\_\_\_

**Scoring Guide**

Each section is worth a maximum of 5 points. The total score is out of 90 points.

**Candidate’s Score: \_\_\_\_\_\_\_ / 90**

**Evaluator’s Comments:**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Evaluator’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

This test covers a range of cognitive abilities and can be customized based on the specific needs of the role you're hiring for. Adjust the difficulty level and content as needed to align with your hiring requirements.