









What We Measure & Sample Exercises

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CORE DRIVERS

Core Drivers are the aptitudes that can most deeply predict how effective and content you'll be doing a particular type of work, either in a job, in a class, or elsewhere. They are the natural gifts that people feel driven to use, and you'll miss them if you don't put them to work somewhere in your life.

PERSONAL APPROACH

Timeframe Orientation shows how you naturally approach work at your job, in a class, or in your personal endeavors. These results identify the means you naturally use to accomplish tasks and reach your goals.



Visual Comparison Speed

- How quickly can you spot differences between written numbers shown side by side?
- How fast can you catch a discrepancy?

Visual Comparison Speed

How quickly do you perceive details?

NUMBER OF PAIRS
240 PAIRS

TIME AVAILABLE
5 MINUTES

You'll see several pairs of numbers. Compare the numbers to see if they are alike or different. If the numbers are alike, press "L". If the numbers are different, press "D".

Once you begin, the L and D keys are the only valid keys. All other keys, including Enter and the mouse will be ignored.

Once you enter an answer the cursor automatically advances to the next pair. When the last pair on the screen is completed, you'll automatically advance to the next screen.

Practice

Visual Comparison Speed

You can only use the L and D keys.

56		65
9243561		9243561
87354		87354
57165239		57162539
		1432

Enter "L" if the numbers are LIKE each other.

Enter "D" if the numbers are DIFFERENT.

Visual Comparison Speed

How quickly do you perceive details?

NUMBER OF PAIRS
240 PAIRS

TIME AVAILABLE
5 MINUTES

You are about to start a timed exercise!

REMEMBER:

- You will not be able to return to directions once the exercise starts.
- L and D are the only valid keys. You cannot use the mouse.
- You cannot go back or skip ahead.

TIPS:

- Work as quickly and accurately as you can.
- Find the L and D keys before you begin.

Click **Begin Exercise** to start.

BACK TO DIRECTIONS

BEGIN EXERCISE



Numerical Reasoning

- This shows how quickly and accurately you identify complex trends & relationships among numbers.
- Codecracking? Economic forecasting? That's Numerical Reasoning at work.

Numerical Reasoning

Do you think in patterns?

NUMBER OF PATTERNS
23 PATTERNS

TIME AVAILABLE
15 MINUTES

BOOKMARKING
AVAILABLE

Each item shows a series of numbers forming a specific pattern according to some rule.
Your object is to identify the rule and determine the next number in the sequence.

Use the mouse to select an answer or press Enter.

If you're unsure, you can bookmark the item for later review.

You are doing well! You are not using a calculator.

REVIEW BOOKMARKED ITEMS

Practice

Numerical Reasoning: Pattern 1 of 2

You can only use the A, B, C, D, and E keys.

2 4 6 8 10 ____

Select the answer that best completes the number pattern.

A	20
B	14
C	12
D	32
E	8

01 02

00 ANSWERED

02 UNANSWERED

☐ CURRENT

00 BOOKMARKED

NEXT PATTERN

BOOKMARK ITEM

Practice

Numerical Reasoning: Pattern 1 of 2

You can only use the A, B, C, D, and E keys.

Correct!

Letter C, "12", is correct because it completes the pattern established by adding 2 to each preceding number. Click **Next Pattern** or press **Enter** to continue.

2 4 6 8 10 ____

A	20
B	14
C	12
D	32
E	8

BACK TO DIRECTIONS

Numerical Reasoning

Do you think in patterns?

NUMBER OF PATTERNS
23 PATTERNS

TIME AVAILABLE
15 MINUTES

BOOKMARKING
AVAILABLE

You are about to start a timed exercise!

REMEMBER:

- You may use scratch paper, but not a calculator.
- You have 15 minutes to complete 23 patterns.

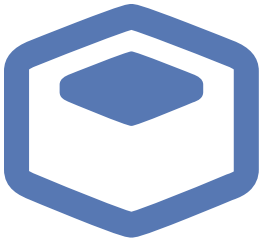
TIPS:

- Keyboard users may click **Enter** to continue.
- Recheck your answers only if there is time left at the end.
- Work as fast and accurately as you can.

Click **Begin Exercise** to start.

BACK TO DIRECTIONS

BEGIN EXERCISE



Spatial Visualization

- Shows your ability to look at a 2-dimensional image and imagine what it would look like in 3-dimensions.
- Demonstrates how well you can mentally arrange & rotate objects, and visualize them from all sides.

Spatial Visualization

How easily do you visualize in 3D?

NUMBER OF SERIES
14 SERIES

TIME AVAILABLE
7 MINUTES

BOOKMARKING
AVAILABLE

You'll see a series of pictures that depict a square piece of paper being folded. The first picture shows where one or two holes are punched. The answer illustrations show five unfolded squares. Choose the one that shows exactly where the holes would appear when the paper is completely unfolded.

Use the mouse or keyboard to select an answer, or press Enter to continue.

If you're unsure of the answer, it's okay to skip the question at the end if there's time left.

You are doing this to understand your spatial visualization skills, so don't try to fold the paper.

Practice Spatial Visualization: Series 1 of 1

You can only use the A, B, C, D, and E keys.

Select the illustration that represents where the hole punches would appear when the paper is unfolded. In this example, the paper is folded in half, then again into quarters and punched in the bottom right corner.

A B C D E

01 ANSWERED
01 UNANSWERED
CURRENT
00 BOOKMARKED

BEGIN EXERCISE BOOKMARK ITEM

Practice Spatial Visualization: Series 1 of 1

You can only use the A, B, C, D, and E keys.

Correct!

Letter "B" is the illustration that represents where the hole punches would appear after the paper is folded and punched as shown then unfolded.

A B C D E

01 ANSWERED
00 UNANSWERED
CURRENT
00 BOOKMARKED

BACK TO DIRECTIONS

Spatial Visualization

How easily do you visualize in 3D?

NUMBER OF SERIES
14 SERIES

TIME AVAILABLE
7 MINUTES

BOOKMARKING
AVAILABLE

You are about to start a timed exercise!

REMEMBER:

- Visualize! Don't try to fold the pattern with real paper.
- You have 7 minutes to complete 14 series.
- You can use either the mouse or the keyboard to select your answer.
- You will NOT see any folding clues in the actual test.

TIPS:

- Keyboard users may click Enter to continue.
- Recheck your answers only if there is time left at the end.
- Work as fast and accurately as possible.

Click **Begin Exercise** to start.

BACK TO DIRECTIONS BEGIN EXERCISE



Sequential Reasoning

- Demonstrates how well you mentally arrange ideas, information, or things into a logical order.
- Lets you organize an efficient plan in advance and adapt it on the fly as new facts demand.

Sequential Reasoning

How easily do you put information into logical order?

NUMBER OF DIAGRAMS
14 DIAGRAMS

TIME ESTIMATED
14 MINUTES

You'll see a set of words and a diagram with arrows that indicate relationships between words. Use the mouse to drag and drop the words into the diagram. Arrange the words on the diagram in the most logical descending order.

This exercise is timed! Try to answer each diagram in 1 minute or less. After 2 minutes, you'll automatically move to the next diagram whether you've finished or not. Your

Practice Sequential Reasoning: Diagram 1 of 2

Use your mouse to drag and drop the words into the diagram. If you want to change an arrangement, double-clicking any tile will remove it from the diagram.

Leg Head Fingers Toes

BACK TO DIRECTIONS

Sequential Reasoning

How easily do you put information into logical order?

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14 DIAGRAMS

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Practice Sequential Reasoning: Diagram 1 of 2

Use your mouse to drag and drop the words into the diagram. If you want to change an arrangement, double-clicking any tile will remove it from the diagram.

Head

Leg Arm

Fingers

Fingers Toes

SEE ANSWER

Sequential Reasoning

How easily do you put information into logical order?

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14 DIAGRAMS

TIME ESTIMATED
14 MINUTES

You'll see a set of words and a diagram with arrows that indicate relationships between words. Use the mouse to drag and drop the words into the diagram. Arrange the words on the diagram in the most logical descending order.

This exercise is timed! Try to answer each diagram in 1 minute or less. After 2 minutes, you'll automatically move to the next diagram whether you've finished or not. Your

Practice Sequential Reasoning: Diagram 1 of 2

One correct answer is shown. This diagram shows the relative location of the parts of the body starting with Head, then Leg and Arm, then Fingers and Toes.

Head

Arm Leg

Fingers Toes

BACK TO DIRECTIONS

Sequential Reasoning

How easily do you put information into logical order?

NUMBER OF DIAGRAMS
14 DIAGRAMS

TIME ESTIMATED
14 MINUTES

You are about to start a timed exercise!

REMEMBER:

- When the exercise begins, you CANNOT return to the directions.
- Your response time is recorded and affects your results.
- You have up to 14 minutes to complete each of 14 diagrams.

TIPS:

- You can't go back to previous diagrams, so be sure that you're ready to move on before you click Next Diagram.

Click Begin Exercise to start.

BACK TO DIRECTIONS **BEGIN EXERCISE**

Practice Sequential Reasoning: Diagram 1 of 2

Use your mouse to drag and drop the words into the diagram. If you want to change an arrangement, double-clicking any tile will remove it from the diagram.

Animal

Cat Dog



Timeframe Orientation

- Tells us how you naturally plan and work over time.
- Do you thrive working toward long-term goals or short-term goals?

Timeframe Orientation

How do you perceive possibilities?

NUMBER OF PICTURES
12 PICTURES

TIME ESTIMATED
12 MINUTES

When you first respond, ideas or

The cursor press Enter


You can use arrow keys or Tab

Practice Timeframe Orientation: Picture One

Try It!

Enter words in the boxes to describe what the drawing reminds you of until time's up. Proper nouns like "Cindy" or adjectives like "sassy" or "scary" should be avoided.

What do you see?



cup	bowl	half

[BACK TO DIRECTIONS](#) [BEGIN EXERCISE](#)

Practice Timeframe Orientation: Picture One

Try It!

Enter words in the boxes to describe what the drawing reminds you of until time's up. Proper nouns like "Cindy" or adjectives like "sassy" or "scary" should be avoided.

What do you see?

[BEGIN EXERCISE](#)

Timeframe Orientation

How do you perceive possibilities?

NUMBER OF PICTURES
12 PICTURES

TIME ESTIMATED
12 MINUTES

You are about to start a timed exercise!

REMEMBER:

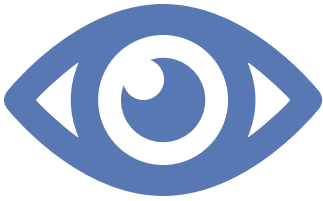
- You have 60 seconds to fill as many blanks as you can.

TIPS:

- Use the Up, Down, Right, and Left (↑ ↓ → ←) arrow keys or Tab to move between boxes.
- Do not worry about spelling.

Click **Begin Exercise** to start.

[BACK TO DIRECTIONS](#) [BEGIN EXERCISE](#)



Interests

- We measure career interests to identify work activities and occupations that individuals like and find exciting.
- Retake anytime as interests evolve.
- This one is self-report

Interest Profiler

NUMBER OF QUESTIONS
60 QUESTIONS

TIME ESTIMATED
7 MINUTES

Don't rush. You're not timed here.

REMEMBER:

- There are no right or wrong answers.
- There is no time limit.

TIPS:

- Respond whether you like the idea of the activity.
- Do not consider skills, knowledge, or money when responding.

Interest Profiler: Statement 11 of 60

Rate your interest in each task below.
Don't consider if you have knowledge or how much money you would make – only if you like or dislike the task.

Manage a...

Develop a spreadsheet using computer software

...ords or forms

NOT FOR ME!

DON'T THINK SO

NO OPINION

I MIGHT LIKE THAT

LOVE THE IDEA!



Interest Profiler: Statement 7 of 60

Rate your interest in each task below.
Don't consider if you have knowledge or how much money you would make – only if you like or dislike the task.

Play a music...

Teach an individual an exercise routine

...th personal or problems

NOT FOR ME!

DON'T THINK SO

NO OPINION

I MIGHT LIKE THAT

LOVE THE IDEA!

IM DONE!