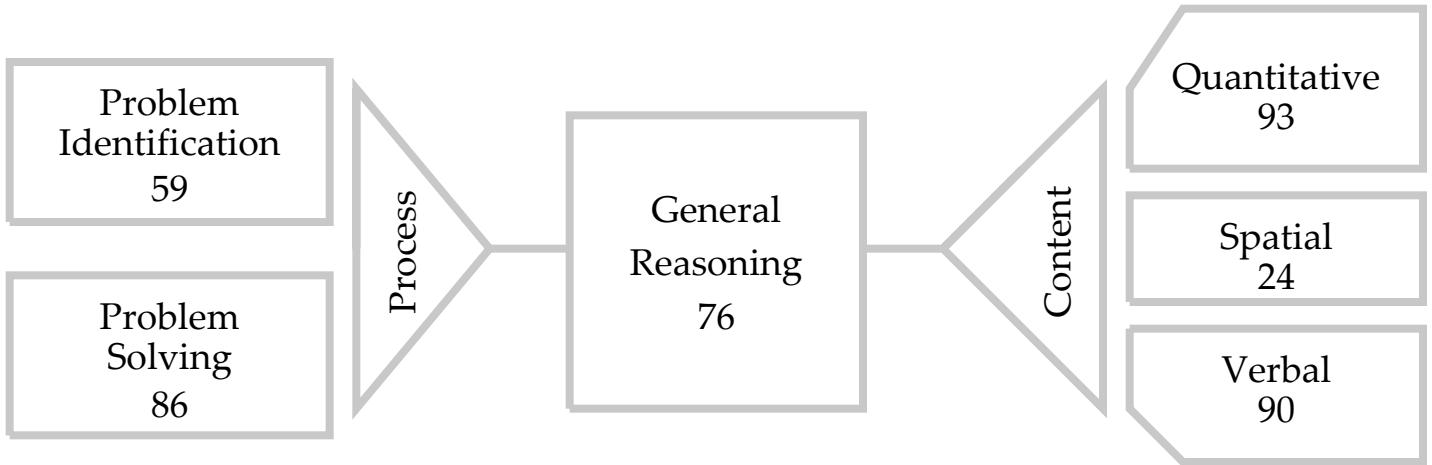


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Overall, the individual demonstrates a moderately high level of general reasoning (GR) ability, meaning the individual has the cognitive capacity to function proficiently within almost all occupations.

The individual has a moderate discrepancy between Problem Identification (PI) and Problem Solving (PS) abilities. The individual is at a moderate level on PI, but at a very high level on PS.

The individual exhibits very high ability within the Quantitative (Q) and Verbal (V) content areas. In great contrast, the individual's ability within the Spatial (S) content area falls in the moderate low range.

In summary, the individual displays strength in the PS abilities (however, the individual displays moderate capacities within the S content area) and moderate capability in the PI abilities (yet, the individual displays high capacities within the Q and V content areas) as compared to the average working adult. While highly competent overall in the PS cognitive processes, the individual may have some difficulty with S content materials in PS processes.

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The Birkman Abilities Inventory (BAI) offers an overall measure of the general reasoning ability (GR) of the respondent, and several subordinate measures which are subscales.

GENERAL REASONING (GR)

The respondent's score on the GR scale offers a measure of his/her general reasoning ability. The GR scale gives an indication of the respondent's ability to:

- identify and solve problems;
- plan, think abstractly,
- comprehend complex ideas,
- learn quickly, and from experience.

The BAI also offers a description of the respondent's general reasoning ability from two aspects:

- PROCESS aspect.
- CONTENT aspect.

The following two pages report on each of these aspects.

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PROCESS

The Process aspect considers the respondent's general reasoning ability with respect to two process-based elements.

PROBLEM IDENTIFICATION (PI)



The respondent's ability to identify problems (PI). PI offers an indication of the respondent's ability to:

- infer relationships that are not explicit in available information;
- identify potential opportunities and/or future trends from these relationships;
- predict or judge well the balance of resulting risks and rewards associated with opportunities.

PROBLEM SOLVING (PS)



The respondent's ability to solve problems (PS). PS offers an indication of the respondent's ability to:

- determine the logical steps to effectively resolve that problem;
- execute those steps efficiently;
- adapt accordingly if the nature of the problem changes.

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CONTENT

The Content aspect considers the respondent's general reasoning ability with respect to three content-based elements.

QUANTITATIVE (Q)



The respondent's ability to use quantitative data (Q). Q offers an indication of the respondent's ability to use mathematical techniques and logical reasoning to make predictions, identify and solve problems, and make inferences from numerical, quantitative representations of information, data or knowledge.

SPATIAL (S)



The respondent's ability to use spatial or graphical data (S). S offers an indication of the respondent's ability to use optical techniques and logical reasoning to make predictions, identify and solve problems, and make inferences based on graphic, visual representations of information, data or knowledge.

VERBAL (V)



The respondent's ability to use verbal knowledge to work with information presented to him/her in the form of text (V). V offers an indication of the respondent's ability to make predictions, identify and solve problems, and make inferences based on language/text-based, qualitative representations of information, data or knowledge.