

EXHIBIT 9.4 Sample Cognitive Ability Test Items

1. Look at the row of numbers below. What number should come next?

8 4 2 1 1/2 1/4 ?

2. Assume the first 2 statements are true. Is the final one: (1) true, (2) false, (3) not certain?

Yes! The boy plays baseball. All baseball players wear hats. The boy wears a hat.

3. One of the numbered figures in the following drawing is most different from the others. What is the number in that drawing?



4. A train travels 20 feet in 1/5 second. At this same speed, how many feet will it travel in three seconds?

5. How many of the six pairs of items listed below are exact duplicates?

3421	1243
21212	21212
558956	558956
10120210	10120210
612986896	612986896
356471201	356571201

6. The hours of daylight and darkness in SEPTEMBER are nearest equal to the hours of daylight and darkness in

July (1) June (2) March (3) May (4) November

SOURCE: Reprinted with permission from C. F. Wonderlic Personnel Test, 1992 Catalog: *Employment Tests, Forms, and Procedures* (Libertyville, IL: author, 1992).

Although the validities found in these studies have fluctuated to some extent, the most comprehensive reviews have estimated the "true" validity of measures of general cognitive ability to be roughly $\bar{r}_{xy} = .50$.³² The conclusions from these meta-analyses are dramatic:

1. Cognitive ability tests are among the most valid, if not *the* most valid, methods of selection.
2. Cognitive ability tests appear to generalize across all organizations, all job types, and all types of applicants; thus, they are likely to be valid in virtually any selection context.
3. Organizations using cognitive ability tests in selection enjoy large economic gains compared with organizations that do not use them.