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Wonderlic assessment test

Free Wonderlic Practice Test Alex Hollis, Founder & Wonderlic Expert, Beat the Wonderlic This is a free Wonderlic sample test that mimics a real 50 question, 12-minute Wonderlic, written specifically for anyone taking the WPT-R for a job interview or the Wonderlic SLE to get into an academic program. If you fall into either of those buckets, or you are taking the short 30-question version of the exam, then this test will give you a very realistic idea of what your exam will look like. I include the answers after the exam with links to answer explanations. To get a real sense of how you would do on the real exam, make sure you set a timer for 12 minutes. The real challenge when it comes to taking the Wonderlic for either a job interview or to get into college is that you only have 12 minutes to finish the exam. Also, calculators will not be permitted on the actual test, so we encourage you not to use one while practicing. However, you can use a paper and pencil. Are you applying to a nursing school or program? We have a Wonderlic SLE practice test made specifically for nursing school applicants here: Wonderlic SLE for Nursing School. An interactive, online Wonderlic test is available. If you would prefer to take an online, computerized version of the exam, click here. When you are ready, set your timer for 12 minutes and begin your free Wonderlic practice test below! Please share your results or any questions in the comments section at the bottom of the page. Also, please share with your friends on social media! Set your clock or watch for 12 minutes. Unfortunately, no calculators are allowed 1. The words ADOPT and ADAPT have __?__ meanings. A. similar B. contradictory C. unrelated 2. Which of the following is the earliest date? Jul. 12, 2146 Jun. 21, 2146 Jun. 13, 2164 Jun. 15, 2146 Feb. 28, 2164 A B C D E 3. In 28 days, a person saved $42. What was this person’s average daily savings? A. $0.42 B. $1.28 C. $0.82 D. $1.75 E. $1.50 4. If the first two statements are true, is the third statement true? Bryan skates faster than Bill. John skates faster than Bill and Brody. John skates faster than Bryan. A. yes B. no C. uncertain 5. What is the next number in the series? 122 109 96 83 70 __?__ A. 50 B. 53 C. 57 D. 60 E. 61 6. Two of the following proverbs have similar meanings. Which ones are they? A. If you play with fire, you’ll get burned. B. The chickens come home to roost. C. Don’t put all your eggs in one basket. D. Where there’s smoke, there’s fire. E. Don’t count your chickens before they hatch. 7. Four individuals invest in real estate together and agree to split the profits equally. N invests $12,000, X invests $6,000, Y invests $25,000 and Z invests $7,000. If the profits for the first year were $120,000, Y receives __?__ less than if the profits were divided in proportion to how much they invested. A. $60,000 B. $50,000 C. $25,000 D. $30,000 E. $20,000 8. Rearrange all of the words in bold below to make the best sentence. Choose the last letter of the last word as your answer. four usually Leap occurs years every year A. Leap B. r C. years D. y E. s F. year 9. PHOTOGRAPH is to BLURRY as KNIFE is to ___?___. A. SHARP B. PAIN C. CUT D. DULL E. STEEL 10. In a 3-year period, the revenues of A Corp. (in millions) were 42, 27, and 19; and for B Corp. (in millions): 27, 42 and 16. Which graph below best contrasts the number of acquisitions each company made over this period? Wonderlic Question 11. Which in the following group of numbers is smallest? 12. A clock lost 2 minutes and 36 seconds in 78 days. How many seconds did it lose per day? A. 1/2 B. 30 C. 2 D. 1/30 E. 3 13. The words PERCEIVE and DISCERN have __?__ meanings. A. similar B. contradictory C. unrelated 14. One word below appears in bold. What is the OPPOSITE of that word? Instructors who give ambiguous lectures are often considered to be excellent and experience the most success in delivering student achievement. A. opaque B. interesting C. ambivalent D. strong E. clear 15. A number in the series below has been omitted. What is the missing number? 1/288 __?__ 1/72 1/36 1/18 1/9 A. 1/124 B. 1/206 C. 1/194 D. 1/144 E. None of these 16. __?__ is to FIRE as EXACERBATE is to ARGUMENT. A. WATER B. FUEL C. BLANKET D. FIGHT E. EXTINGUISH 17. The cost of 150 feet of wire is $19.20. How much would 45 feet cost? A. $5.76 B. $9.80 C. $7.24 D. $6.16 E. None of these 18. Replace the ? in the boxed series below. 19. Which THREE of the following words have similar meanings? A. downplay B. determine C. devalue D. diminish E. derive 20. Which in the following group of numbers is smallest? 21. A high-speed train travels 25 feet in 1/3 second. In 4 seconds, the train will have traveled __?__ feet. A. 210 B. 240 C. 270 D. 300 E. 350 22. In the following set of words, which is different from the others? A. piccolo B. guitar C. vocalist D. oboe E. viola 23. OBTAIN is to __?__ as CATCH is to DROP A. GRAB B. JUMP C. SECURE D. STEAL E. FORFEIT 24. A total of 84 hours was spent training 6 new employees. At this rate, it would take __?__ hours to train an additional 5 new employees. A. 62 B. 66 C. 70 D. 74 E. 78 25. An 8-year-old boy is half his sister’s age. When the boy is 12, how old will his sister be? A. 16 B. 4 C. 20 D. 18 E. 32 26. Which THREE choices are needed to create the figure on the left? Only pieces of the same color may overlap. 27. VEHEMENT is the opposite of A. ZEALOUS B. ARDENT C. IMPASSIONED D. APATHETIC E. FERVENT 28. A car traveled 11.5 miles in 15 minutes. How many miles per hour was it traveling? A. 52.5 B. 70 C. 48.5 D. 65 E. 46 29. How many of the five pairs below are exact duplicates? 4836 4386 99198 99198 748487 748487 5055050 5050550 91239121 91239321 A. 1 B. 2 C. 3 D. 4 E. 5 30. Two of the following proverbs have similar meanings. Which ones are they? A. Rome wasn’t built in a day. B. Fortune favors the bold. C. Birds of a feather flock together D. When in Rome, do as the Romans. E. Hitch your wagon to a star. 31. If the first two statements are true, is the third statement true? Carly has dual citizenship. Carly has Canadian citizenship. Carly has American and Canadian citizenship. A. yes B. no C. uncertain 32. The words COMPLETE and COMPLICATE have __?__ meanings. A. similar B. contradictory C. unrelated 33. A sunglasses store bought $5,000 worth of sunglasses. The store made $9,000, making a profit of $20 per pair of sunglasses. There were __?__ pairs of sunglasses involved. A. 100 B. 200 C. 400 D. 600 E. 800 34. After folding these square into a closed cube, which shaded corner would touch the corner “X”? A. A B. B C. C D. D E. E 35. Which THREE of the following words have similar meanings? A. hazy B. foggy C. arid D. humid E. barren 36. __?__ is to PURCHASE as HUNGER is to EAT. A. NEED B. BUY C. MONEY D. STORE E. SALARY 37. John’s restaurant on 150 Main Street has 120 tables, but 30% of these tables are reserved. Therefore __?__ tables are available. A. 36 B. 50 C. 84 D. 90 E. 108 38. An archer misses 60% of his shots. How many shots must he make before he gets 100 hits? A. 250 B. 166 C. 400 D. 600 E. 140 39. Rearrange all of the words in bold below to make the best sentence. Is the sentence true or false? “oz.” common for abbreviation “ounce” a is A. TRUE B. FALSE 40. Tickets to a play are $12.00 for adults. Children receive a discount and only have to pay $8.00. If 40 people attend the play and the play brought in $440, then __?__children attended the play. A. 10 B. 12 C. 15 D. 16 E. 20 41.If the first two statements are true, is the third statement true? Ray is friends with Marvin. Marvin is friends with Donald. Ray is friends with Donald. A. yes B. no C. uncertain 42. The sixth month of the year is __?__. A. March B. April C. May D. June E. July 43. A gym has a 60 ft. by 60 ft. wall covered with a 60 ft. by 20 ft. mirror. The mirror covers __?__ of the wall. A. 60% B. 50% C. 33% D. 25% E. 20% 44. A company has two office buildings that hold 30,000 employees. Their headquarters contains 14 times as many employees as their overseas branch. Therefore, their headquarters contains __?__ employees. A. 2,000 B. 10,000 C. 14,000 D. 15,000 E. 28,000 45. After folding these squares into a closed cube, which shaded corner would touch the corner “X”? A. A B. B C. C D. D E. E 46. Which THREE of the following words have similar meanings? A. bring B. believe C. bear D. trust E. deliver 47. The hours of sunlight in September is most similar to the hours of sunlight in which month? A. March B. August C. October D. May E. July 48. If the first two statements are true, is the third statement true? Karl is in line behind Samantha. Jim is in front of Samantha and Tevin. Karl is in line behind Jim. A. yes B. no C. uncertain 49. A pack of paper costs $1.97. How much will 4 packs cost? A. $4.88 B. $6.18 C. $6.98 D. $7.58 E. $7.88 50. Steve’s utility bill was $25 in March. It was $32 more in April than in March, and it was $19 less in May than it was in April. What was his average bill over these three months? A. $21 B. $30 C. $35 D. $38 E. $40 You will find the Wonderlic test questions repeated below with the answers included. Click the answer to open a new tab with the explanation. 1. The words ADOPT and ADAPT have __?__ meanings. A. similar B. contradictory C. unrelated Answer: C. 2. Which of the following is the earliest date? Jul. 12, 2146 Jun. 21, 2146 Jun. 13, 2164 Jun. 15, 2146 Feb. 28, 2164 A B C D E Answer: D. 3. In 28 days, a person saved $42. What was this person’s average daily savings? A. $0.42 B. $1.28 C. $0.82 D. $1.75 E. $1.50 Answer: E. 4. If the first two statements are true, is the third statement true? Bryan skates faster than Bill. John skates faster than Bill and Brody. John skates faster than Bryan. A. yes B. no C. uncertain Answer: C. 5. What is the next number in the series? 122 109 96 83 70 __?__ A. 50 B. 53 C. 57 D. 60 E. 61 Answer: C. 6. Two of the following proverbs have similar meanings. Which ones are they? A. If you play with fire, you’ll get burned. B. The chickens come home to roost. C. Don’t put all your eggs in one basket. D. Where there’s smoke, there’s fire. E. Don’t count your chickens before they hatch. Answer: A. & B. 7. Four individuals invest in real estate together and agree to split the profits equally. N invests $12,000, X invests $6,000, Y invests $25,000 and Z invests $7,000. If the profits for the first year were $120,000, Y receives __?__ less than if the profits were divided in proportion to how much they invested. A. $60,000 B. $50,000 C. $25,000 D. $30,000 E. $20,000 Answer: D. 8. Rearrange all of the words in bold below to make the best sentence. Choose the last letter of the last word as your answer. four usually Leap occurs years every year A. Leap B. r C. years D. y E. s F. year Answer: E. 9. PHOTOGRAPH is to BLURRY as KNIFE is to ___?___. A. SHARP B. PAIN C. CUT D. DULL E. STEEL Answer: D. 10. In a 3-year period, the revenues of A Corp. (in millions) were 42, 27, and 19; and for B Corp. (in millions): 27, 42 and 16. Which graph below best contrasts the number of acquisitions each company made over this period? Answer: B. 11. Which in the following group of numbers is smallest? Answer: D. 12. A clock lost 2 minutes and 36 seconds in 78 days. How many seconds did it lose per day? A. 1/2 B. 30 C. 2 D. 1/30 E. 3 Answer: C. 13. The words PERCEIVE and DISCERN have __?__ meanings. A. similar B. contradictory C. unrelated Answer: A. 14. One word below appears in bold. What is the OPPOSITE of that word? Instructors who give ambiguous lectures are often considered to be excellent and experience the most success in delivering student achievement. A. opaque B. interesting C. ambivalent D. strong E. clear Answer: E. 15. A number in the series below has been omitted. What is the missing number? 1/288 __?__ 1/72 1/36 1/18 1/9 A. 1/124 B. 1/206 C. 1/194 D. 1/144 E. None of these Answer: D. 16. __?__ is to FIRE as EXACERBATE is to ARGUMENT. A. WATER B. FUEL C. BLANKET D. FIGHT E. EXTINGUISH Answer: B. 17. The cost of 150 feet of wire is $19.20. How much would 45 feet cost? A. $5.76 B. $9.80 C. $7.24 D. $6.16 E. None of these Answer: A. 18. Replace the ? in the boxed series below. Answer: C. 19. Which THREE of the following words have similar meanings? A. downplay B. determine C. devalue D. diminish E. derive Answer: A. C. D. 20. Which in the following group of numbers is smallest? Answer: D. 21. A high-speed train travels 25 feet in 1/3 second. In 4 seconds, the train will have traveled __?__ feet. A. 210 B. 240 C. 270 D. 300 E. 350 Answer: D. 22. In the following set of words, which is different from the others? A. piccolo B. guitar C. vocalist D. oboe E. viola Answer: C. 23. OBTAIN is to __?__ as CATCH is to DROP A. GRAB B. JUMP C. SECURE D. STEAL E. FORFEIT Answer: E. 24. A total of 84 hours was spent training 6 new employees. At this rate, it would take __?__ hours to train an additional 5 new employees. A. 62 B. 66 C. 70 D. 74 E. 78 Answer: C. 25. An 8-year-old boy is half his sister’s age. When the boy is 12, how old will his sister be? A. 16 B. 4 C. 20 D. 18 E. 32 Answer: C. 26. Which THREE choices are needed to create the figure on the left? Only pieces of the same color may overlap. Answer: A. B. E. 27. VEHEMENT is the opposite of A. ZEALOUS B. ARDENT C. IMPASSIONED D. APATHETIC E. FERVENT Answer: D. 28. A car traveled 11.5 miles in 15 minutes. How many miles per hour was it traveling? 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A. 100 B. 200 C. 400 D. 600 E. 800 Answer: B. 34. After folding these square into a closed cube, which shaded corner would touch the corner “X”? A. A B. B C. C D. D E. E Answer: A. 35. Which THREE of the following words have similar meanings? A. hazy B. foggy C. arid D. humid E. barren Answer: A. B. D. 36. __?__ is to PURCHASE as HUNGER is to EAT. A. NEED B. BUY C. MONEY D. STORE E. SALARY Answer: A. 37. John’s restaurant on 150 Main Street has 120 tables, but 30% of these tables are reserved. Therefore __?__ tables are available. A. 36 B. 50 C. 84 D. 90 E. 108 Answer: C. 38. An archer misses 60% of his shots. How many shots must he make before he gets 100 hits? A. 250 B. 166 C. 400 D. 600 E. 140 Answer: A. 39. Rearrange all of the words in bold below to make the best sentence. Is the sentence true or false? “oz.” common for abbreviation “ounce” a is A. TRUE B. FALSE Answer: A. 40. Tickets to a play are $12.00 for adults. Children receive a discount and only have to pay $8.00. If 40 people attend the play and the play brought in $440, then __?__children attended the play. A. 10 B. 12 C. 15 D. 16 E. 20 Answer: A. 41.If the first two statements are true, is the third statement true? Ray is friends with Marvin. Marvin is friends with Donald. Ray is friends with Donald. A. yes B. no C. uncertain Answer: C. 42. The sixth month of the year is __?__. A. March B. April C. May D. June E. July Answer: D. 43. A gym has a 60 ft. by 60 ft. wall covered with a 60 ft. by 20 ft. mirror. The mirror covers __?__ of the wall. A. 60% B. 50% C. 33% D. 25% E. 20% Answer: C. 44. A company has two office buildings that hold 30,000 employees. Their headquarters contains 14 times as many employees as their overseas branch. Therefore, their headquarters contains __?__ employees. A. 2,000 B. 10,000 C. 14,000 D. 15,000 E. 28,000 Answer: E. 45. After folding these squares into a closed cube, which shaded corner would touch the corner “X”? A. A B. B C. C D. D E. E Answer: C. 46. 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The test contains 50 questions to be answered in 12 minutes. Historically the test was only available in print form but is now also available online. This website and the sample test on this page are designed to mimic the types of questions posed on the real Wonderlic to help applicants practice for taking the test. Outside of being used at universities and by many employers, the test is also famous for its use by the National Football League as part of its player evaluation process at the NFL combine. While it is only one of many forms of testing, each year many scores end up being leaked to the press and typically generate a large amount of press from the sports media. Follow the link to learn more about the history of Wonderlic testing. 10 Things You Need to Know Before You Take Your Wonderlic Test Alex Hollis, Wonderlic Expert & Founder of Beat the Wonderlic Did you just find out you have to take a Wonderlic test? If so, you came to the perfect place. In this article, I will: 1. Explain what a Wonderlic test is 2. Answer the most common questions people have about the Wonderlic test, and 3. Walk you through all of the things you need to know before you take your Wonderlic exam so you go into your test prepared. My goal with this post is to help you feel a little less stress about taking your Wonderlic test and to help you go into your exam confident and prepared. Tell me if this is how the series of events unfolded for you: You are searching for a new job and find the PERFECT career opportunity. This job is one that you would love to do and you are more than qualified to do it. You apply. Your resume is perfect. Your references are in order. You prepare for an in-person interview and feel nervous, but confident. The recruiter contacts you. They love your resume and invite you into the office for an interview – yay! This recruiter gives you your interview schedule and at the top of this schedule is “Wonderlic Test”. You read this and go…”wait…a test!? But I have been out of school for years! What the heck is a Wonderlic test”? If this describes the situation you are in, don’t worry. You are not alone. This is the exact story I hear several times each day. Let’s walk through all of the most important things you need to understand about your upcoming Wonderlic test together. If you are stressed, just remember: The Wonderlic test is beatable. Simply put, the Wonderlic test is the most common pre-employment cognitive ability test. In English, that means that the Wonderlic is an IQ test given to job applicants. Hiring is a very difficult (and expensive) thing for employers to do, so they sometimes look for ways to quickly eliminate applicants. The Wonderlic test is a quick exam that allows employers to make immediate decisions about whether to hire someone or not. The test is called “the Wonderlic” simply because that is the name of the company that creates the exam (Wonderlic, Inc.). One thing you should note is that Wonderlic, Inc creates a whole bunch of different types of Wonderlic tests. You may have come across this if you Googled “Wonderlic” and saw that there is a Wonderlic Basic Skills Test, there are Wonderlic Personality Tests, etc. As a rule, whenever you hear just “Wonderlic test” this refers to the Wonderlic Personnel Test (which is also sometimes called the Wonderlic Cognitive Ability Test). This is the most common pre-employment exam and the test we are talking about in this article. If you are unsure which Wonderlic test you are taking, check out this article: What Wonderlic Test Am I Taking? There is no need to get overwhelmed by how many variations of Wonderlic tests there are. If you were told you are taking a “Wonderlic Test” then it is the Wonderlic Personnel Test (WPT-R). 2. What does the Wonderlic Test measure? The Wonderlic test is similar to an IQ test. Wonderlic, Inc describes the Wonderlic test this way: “The Wonderlic Personnel Test (WPT-R) helps measure general mental ability, widely accepted as being one of the single best predictors of job success. It helps measure a candidate’s ability to understand instructions, learn, adapt, solve problems and handle the mental demands of the position.” – Wonderlic, Inc. Now, I always tell people this because it is absolutely true: the Wonderlic test does NOT test how smart you are. It simply tests whether you know the strategies you need in order to finish the test on time and maximize your score. I have seen extremely intelligent people perform very poorly on the Wonderlic simply because they did not know how to take the test. You should think of the Wonderlic as a game. If you learn how to play the game and you practice, you will absolutely beat the test. “The Wonderlic is a game. If you learn how to play it and you practice, you will absolutely beat the test.” The Wonderlic Test is a game. If you learn the rules and practice playing, you will beat the game. The Wonderlic test is 50 questions long. You are given 12 minutes to answer as many questions as possible. There is also a short version of the test that is sometimes administered to job applicants before they come in to take the full exam. This short version is called the Wonderlic Personnel Test – Quicktest (WPT-Q) and contains all the same types of questions. The only difference is that the test is 30 questions/8 minutes rather than 50 questions/12 minutes. The Wonderlic Test is 12 minutes long. You will only have 12 minutes to answer all 50 questions. The 50 questions on the Wonderlic test are made up of four different categories of questions. These categories are: A. General Facts & Quick Recognition These include questions that require you to quickly order dates, identify patterns and answer general knowledge questions. Here is an example: Which of the following is the earliest date? Jun. 21, 1989 Jul. 11, 1988 Jun. 20, 1988 Jul. 28, 1989 Jun. 12, 1988 In the example above, the correct answer is Jun. 12, 1988. B. Logic Questions These include deductive reasoning and spatial recognition questions. Another example: After folding these squares into a closed cube, which shaded corner would touch the corner X? The correct answer would be A. C. Verbal Reasoning Verbal reasoning questions include analogies, identifying synonyms, and comparing proverbs. Another example: Two of the following proverbs have similar meanings. Which ones are they? A) The fly follows the honey. B) A golden hammer can break an iron door. C) Fortune favors the brave. D) A barking dog never bites. E) Hitch your wagon to a star. The correct answer is C&E. The mathematical word problems on the Wonderlic test include questions requiring you to calculate average, ratio and percent. There are also operations with decimals as well as algebraic word problems. Here is an example: Four individuals pool money together to start a new business and agree to split the profits equally. N invests $6,000, X invests $2,000, Y invests $8,000 and Z invests $4,000. If the profits for the first month were $100,000, Y receives __?__less than if the profits were divided in proportion to how much they invested. $40,000 $25,000 $15,000 $8,000 $2,000 $15,000 would be the correct answer. If you want to try a quick, 10-question sample Wonderlic test to get an even better idea of what’s on it, click the NEXT button below. This is a free sample Wonderlic test that looks just like the one you will take during your job interview. This quiz is an abbreviated version of the full 50-question, 12-minute Wonderlic test known as the Wonderlic Personnel Test (or Wonscore). You will not be allowed to use a calculator, dictionary or any outside resources on the real exam, so we recommend practicing without these as well. Many people do not finish the exam in the 2 minutes allotted but do your best. Try not to spend too much time on any one question. You should gather some pencils and scrap paper before you begin. Click the Start Exam button to proceed. This quiz must be completed in 2 minutes. Please wait... This is a free sample Wonderlic test that looks just like the one you will take during your job interview. This quiz is an abbreviated version of the full 50-question, 12-minute Wonderlic test known as the Wonderlic Personnel Test (or Wonscore). You will not be allowed to use a calculator, dictionary or any outside resources on the real exam, so we recommend practicing without these as well. Many people do not finish the exam in the 2 minutes allotted but do your best. Try not to spend too much time on any one question. You should gather some pencils and scrap paper before you begin. Click the Start Exam button to proceed. Unfortunately, you will not be allowed to use a calculator on the test. The test is proctored, which means that someone will be watching you take it. You can, however, use scrap paper and a pen or pencil. If you are stressed, just remember: The Wonderlic test is beatable. The Wonderlic test is 50 questions long and you are given 12 minutes to answer as many questions as possible. You earn 1 point for each correct answer you give and 0 points for any unanswered or incorrect questions. If you answer 23 questions correctly, then your score is a “23.” The highest possible score on the Wonderlic test is 50. You often can skip questions and come back to them later in the exam, even on the computerized version of the test. The company at which you are seeking employment or promotion will have a pre-determined target score for the open position. So, in essence, the best answer here is “it depends.” But here is what we do know: 1. The average score is a 21 (42%). 2. 2-3% of test-takers finish the exam in the allotted 12 minutes. 3. Your target score should be above the average score of the position you are seeking. Wonderlic, Inc. reports that the following are the average scores broken down by occupation (scores given in percent): Systems Analyst 64% 64% Chemist 62% 62% Electrical Engineer 60% 60% Engineer (General) 58% 58% Programmer 58% 58% Accountant 58% 58% Executive 58% 58% Reporter 58% 58% Teacher 58% 58% Investment Analyst 54% 54% Electronics Technician 54% 54% Salesperson 50% 50% Nurse 46% 46% Bank Teller 44% 44% Cashier 42% 42% Firefighter 42% 42% Skilled Craftsman 36% 36% Security Guard 34% 34% Welder 34% 34% Warehouseman 30% 30% The chart above reflects the averages as reported by Wonderlic, Inc. This does not mean that if you are applying for a job as an executive you need to score a 29 (58%) to get the job since the required score varies from company to company. However, you should use this information as a benchmark. If you are applying to be an executive, you should be shooting to score above a 29. 99% of the time, if you do not score the minimum required score defined by a company you will not get the job. There are actually times when, after a candidate fails their Wonderlic test, the candidate is told that the interview is over and they can go home. There are some companies that will allow you to take the exam twice, but this is very rare. The Wonderlic test scares a lot of people and for good reason. It is a high stakes exam – your job depends on it. It is also challenging because of the strict time constraints (50 questions in 12 minutes means you only have 14 seconds to answer each question). Combine these factors with the fact that many test-takers have been out of school for a while and you can certainly understand why the Wonderlic is so intimidating. However, the Wonderlic test is beatable. It DOES NOT test how smart you are. The Wonderlic is a game and if you learn the rules and practice playing the game, you will absolutely do very well on the test. Here is how you should prepare for the exam: 1. Take a timed practice test. You should familiarize yourself with all the types of questions on the exam and what it feels like to take the test with the timer in place. Getting a feel for the timing of the exam is a critical step in increasing your score. I recommend trying my free Wonderlic practice test if you haven’t already. 2. Learn the strategies you need to know. There is a very special way you should approach your Wonderlic test that will allow you to maximize your score. Think of this as learning the rules of the game that will allow you to out-perform your competition and beat the exam. 3. Review how to solve the types of questions that are tested on the Wonderlic. Study proverbs, how to multiply and divide decimals, analogies, etc. Most of these questions are difficult to solve just because you have not seen them in a long time. 4. Practice, practice, practice. Once you know the Wonderlic strategies and have reviewed how to solve the types of questions on the exam, then it is time to practice. The more practice tests you take, the more confidence you will have going into the real thing. The easiest way to do all of the above and be fully prepared for your exam in only 3 hours is to take my self-paced online Wonderlic course. The course includes: The Wonderlic strategies you need to know to finish the test on time and maximize your score. This alone typically adds as many as 10 points to your score. A step-by-step review of every question type on the Wonderlic. Don’t remember how to multiply decimals? No problem. I show you how and also show you tricks to answering all these questions even more quickly and easily. 5 full practice tests with answer explanations. If you are interested in taking my online course, click here or click the “Learn More” button below. Want new articles before they get published? Subscribe to our Awesome Newsletter. Put simply, cognitive ability describes a candidate's ability to learn, adapt, solve problems, and understand relevant instructions. The single-best predictor of job performance, a cognitive ability test helps you understand if a candidate can do the job. As noted earlier, cognitive ability is widely accepted as the single-best general predictor of job performance. This position has been confirmed in multiple scientific studies, most recently in a 2016 study performed by renowned I-O psychologists F. L. Schmidt, I.S. Oh, and J.A. Shaffer. Assessing someone's general mental ability lets you know whether they have the capacity to: More predictably reliable than resumes, cover letters, and interviews, this kind of objective candidate data can help your organization identify best-fit candidates early on in the vetting process, decide who to make an offer to once you have a shortlist of frontrunners, and tailor candidates’ onboarding and training experiences to best meet their needs. WonScore's cognitive ability test consists of 50 questions that candidates have 12 minutes to answer. The questions feature challenges related to simple math, basic logic, language comprehension, spatial reasoning, pattern identification, and more that become increasingly difficult as the test progresses. Our scoring algorithm is based on a candidate's overall response pattern, additionally weighting each question based on its level of difficulty and the impact of guessing. This produces a far more precise estimate of cognitive ability than a score based only on the total number of correct answers. Because different jobs require different knowledge, skills, and abilities, the weight the cognitive assessment is given relative to the motivation and personality assessments in WonScore varies based on the specific requirements of the job for which the candidate is applying. (For example, cognitive ability might matter more for a senior-level engineering role that requires world-class problem-solving skills than it would for an entry-level customer support role that more highly values drive and strong "people skills".) The flexibility of this scoring model enables HR departments to get tailored insights for any job profile with a single WonScore test. Our research scientists create these job profiles by analyzing both data from the US Department of Labor’s O*NET database and the applicant data across thousands of job profiles in our own database. Our customers are then able to find the profile that best matches any opening by simply uploading their job descriptions and conducting a search through our AI-powered Job Directory. Interviews and resumes reveal information about an applicant's work history, experience, and education, but they don't provide direct insight into a person's potential to succeed on the job. With a cognitive ability assessments in your hiring toolbox, you'll be able to confidently expand your organization's talent pool to unearth potential hidden gems. That could include talented recent college graduates with little work experience or employees trying to make the leap into a new career who might have the perfect skill set, despite not having the perfect resume. Also, when companies hire employees with higher likelihoods of success, they're more likely to: Go beyond resumes and interviews to compare and hire candidates based on their potential and objective data, with WonScore.