Thomas International
General Intelligence Assessment

GIA TESTS

IMPORTANT
Please read through and complete before you attend for testing

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This booklet is supplied free of charge by Thomas International for all candidates taking the Thomas GIA test series online. It must be reproduced in its entirety.

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The tests
There are a number of different tests presented here, which you will be asked to do when you attend for interview. They will look like those in this booklet but they will be completed on a computer. Each test will have its own instructions and will have a few practice examples for you to do before the main test begins. You will not have to use a keyboard as you will be able to answer the problems just by using a mouse to point and click at different parts of the computer screen. On your testing day we would like you to work quickly and accurately through each test.

This booklet shows you each of the tests with samples of the types of questions and the way they will be given to you on the computer. It gives you a chance to practise them before your testing day.

What to do beforehand
Please find a quiet place in which to work through this pre-test booklet. It should be free from noise and interruption. The instructions must be read carefully before attempting the tests. Remember, it is essential that you work through each test as quickly and as accurately as possible, without skipping any items. Proper practice with these tests will assist you in obtaining a score that is as high as you can achieve and is therefore the best reflection of your abilities.

At the office
Please bring this booklet with you when you attend for interview. It will need to be checked to ensure that you start the testing with the same experience as other candidates.

The interviewer can then make sure that you have understood the test instructions. The tests each last between 2 and 5 minutes. There will not be time to go over the instructions for each test with you at the interview, so it is important that you study this booklet and make sure you understand how to do each test before you arrive.
INTRODUCTION

ANSWER INSTRUCTIONS
Show your choice of answer by completely circling the appropriate answer underneath each question. Leave one clear answer for each question as shown below.

A    B    C
OR
1    2    3

How to mark your answers in this booklet
Mark your answer by circling around your response for each question. Draw a circle completely around the chosen response. You may cross out any mistakes you make but leave one answer clearly circled.

Beginning the test session
The person administering the test will arrange the computer and mouse. If you are left handed, please inform the administrator when you arrive.

Each test will begin by telling you a little about the tests and remind you that you will answer problems by using the mouse to point and click on different parts of the screen.
TEST ONE
REASONING
The ‘REASONING’ test
This is a problem solving test. Each question is about comparing two people; for example, who is HEAVIER OR LIGHTER or STRONGER OR WEAKER than another person.

A SIMPLE QUESTION MIGHT BE:

Tom is heavier than Fred.
Who is heavier?

\[ \text{Tom} \quad \text{Fred} \]

‘Tom’ has been circled to show that Tom is the right answer.

The next question is slightly more difficult, but is still quite easy.

John is brighter than Pete.
Who is duller?

\[ \text{John} \quad \text{Pete} \]

MARK THE CORRECT ANSWER.

This last example requires rather more attention:

Wendy is not as strong as Rachel.
Who is weaker?

\[ \text{Rachel} \quad \text{Wendy} \]

Once you happy that you understand these questions and how to answer them, complete the problems on the next page. Please do not leave any out.

Work from left to right across the page.
## TEST 1: REASONING

### START HERE AND WORK FROM LEFT TO RIGHT ACROSS THE PAGE

| 1. Bob is not as happy as Paul. Who is sadder? | 2. Carol is not as good as Anne. Who is worse? |
| Bob | Paul | Carol | Anne |
| 3. Bob is faster than Mike. Who is slower? | 4. Val is happier than Rachel. Who is happier? |
| Bob | Mike | Val | Rachel |
| 5. Claire is not as strong as Kate. Who is weaker? | 6. Bill is not as dull as Joe. Who is brighter? |
| Claire | Kate | Bill | Joe |
| 7. Eve is heavier than Wendy. Who is lighter? | 8. Mike is weaker than Pete. Who is stronger? |
| Eve | Wendy | Mike | Pete |
| 9. Bob is not as tall as Tony. Who is taller? | 10. Sue is lighter than Lucy. Who is lighter? |
| Bob | Tony | Sue | Lucy |
| 11. Kate is stronger than Sarah. Who is stronger? | 12. Bob is not as heavy as Fred. Who is lighter? |
| Kate | Sarah | Bob | Fred |

**How did you get on?** Check your answers with the correct answers below.

### ANSWERS

Here are the answers to the REASONING questions you have just tried:


If you understood the test, you should not have made many mistakes. If you are not sure about how to do these questions, go back and read the instructions again.
The computer version of the REASONING test

In the computer version of this test a question might look like this on the screen:

You can study this statement for as long as you need to understand it fully. When you are ready you must click the mouse. When you have done this the statement will disappear and a question about the statement will be shown together with two possible answers thus:

You must now move the mouse pointer to the box which contains the correct answer. In this example you should click on the box with 'Jack' in it. When you have done this, the next question will appear and so on until the end of the test.

*The REASONING test runs for about 5 minutes.*
The PERCEPTUAL SPEED test

The objective for this test is to identify how fast and accurate you are in checking things in your head.

FOR EXAMPLE:

In this case, you will see four pairs of letters. Each pair has been put into its own box. You must decide how many pairs contain letters that are the same.

In this test capital letters (like ‘F’) are the same as small letters (like ‘f’).

In the example above the first pair of letters (E and e) are the same; so are the third and fourth pairs (D and d) and (K and k). The second pair of letters (Q and y) are not the same.

So, you can count THREE pairs with the same letters. THE ANSWER IS 3.

As you see above, 3 has been marked as the answer by placing a circle around it.

TRY THE EXAMPLES BELOW.

Look at each set and count how many times the letters appear in pairs.

Here are some more examples for you to practise. This time the lines have been removed so the items look more like the actual test.

When you have tried these examples and feel that you understand what you have to do, complete the questions on the next page. DO NOT MISS OUT ANY OF THE PROBLEMS.
### TEST 2: PERCEPTUAL SPEED

#### START HERE AND WORK FROM LEFT TO RIGHT ACROSS THE PAGE

<p>| | | | | |</p>
<table>
<thead>
<tr>
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</tr>
</thead>
</table>
| 1. | b q t h  
    K N J R  
    0 1 2 3 4 |
| 2. | f d m h  
    Q D R H  
    0 1 2 3 4 |
| 3. | G M J R  
    g m s r  
    0 1 2 3 4 |
| 4. | G N K H  
    g n k h  
    0 1 2 3 4 |
| 5. | D P T H  
    d p n h  
    0 1 2 3 4 |
| 6. | R F K Q  
    r n m b  
    0 1 2 3 4 |
| 7. | K E G N  
    f e g p  
    0 1 2 3 4 |
| 8. | F Q R K  
    n t g e  
    0 1 2 3 4 |
| 9. | t q j b  
    G Q F U  
    0 1 2 3 4 |
| 10. | h g j m  
     F N R Q  
     0 1 2 3 4 |
| 11. | J K M T  
     j g m t  
     0 1 2 3 4 |
| 12. | H K R N  
     w g m d  
     0 1 2 3 4 |
| 13. | H P M K  
     h p m k  
     0 1 2 3 4 |
| 14. | g k t w  
     H K T W  
     0 1 2 3 4 |
| 15. | R N T G  
     g f m w  
     0 1 2 3 4 |
| 16. | N F J G  
     n k j g  
     0 1 2 3 4 |

*How did you get on?* Check your answers with the correct answers below.

### ANSWERS

Here are the correct answers to the PERCEPTUAL SPEED questions you have just tried:

<p>| | | | |</p>
<table>
<thead>
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<tbody>
<tr>
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<td>9.</td>
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<td>3.</td>
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<tr>
<td>7.</td>
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<td>11.</td>
<td>3</td>
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<td>15.</td>
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<td>8.</td>
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<td>12.</td>
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</tbody>
</table>

If you understood the test, you should not have made many mistakes. If you are not sure about how to do these questions, go back and read the instructions again.
TEST 2: PERCEPTUAL SPEED

The computer version of the PERCEPTUAL SPEED test
In the computer version, this test will appear as follows:

Each test question will have five possible answers shown in five boxes, numbered 0 – 4.
In this example, the first pair, N and n, are the same letter.
The second and third pairs, O and o, and P and p are matching pairs too.
The fourth pair of letters, Q and f, are not the same letter.

Therefore, in this example there are THREE pairs of the same letter, so the correct answer is 3 and you should move the mouse to the box with the number 3 in it and click there to select that answer.

Like the other examples, you need to study each problem, identify the number of pairs that have the same letters and point and click on the correct answer.

HERE ARE SOME MORE EXAMPLES. The correct answers have been indicated.

The LETTER CHECKING test runs for about 4 minutes.
TEST THREE
NUMBER, SPEED & ACCURACY
The ‘NUMBER, SPEED & ACCURACY’ test

This test measures your speed and accuracy in carrying out number tasks in your head. For each problem presented, start by finding the largest and the smallest of the three numbers displayed. Having identified those, decide whether the largest or the smallest is further away from the remaining number.

**LOOK AT THIS EXAMPLE:**

```
  2  4  8
```

As you will see, the 2 is the **SMALLEST** number and the 8 is the **LARGEST** number. The **REMAINING** number is the 4. The 8 is further from that remaining number 4 than is 2. **SO THE ANSWER IS 8**, which explains the circle around the 8 as the correct answer.

Three steps are needed to find the correct answer.

**STEP 1.** Working in your head, identify which number is the largest and which is the smallest.

**STEP 2.** Still in your head, identify which of those two (the largest or the smallest) is further away from the number that remains.

**STEP 3.** Circle the answer.

**TRY THIS ONE.**

```
  12  3  5
```

In this example, the numbers have been mixed up and are not in order. But the task is still the same; you need find the **SMALLEST** and **largest** numbers and then decide which of them is further from the **REMAINING** number.

In this example the answer is 12 so it has been marked accordingly.

**HERE IS WHY THE ANSWER IS 12:**

The largest number is 12. The smallest number is 3. The remaining number is 5. 12 is further away from 5 than 3 is from 5. So the correct answer to the problem ‘12 3 5’ is 12.

*When you understand the test work through the problems on the next page.*
# TEST THREE: NUMBER, SPEED & ACCURACY

**START HERE AND WORK FROM LEFT TO RIGHT ACROSS THE PAGE**

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<td>3</td>
<td>9</td>
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<td>12.</td>
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<td>15.</td>
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<td>16.</td>
<td>18</td>
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<td>20.</td>
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<td>17</td>
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*How was that?* Mark your test by comparing your answers with the correct ones shown below.

## ANSWERS

Here are the correct answers to the **NUMBER, SPEED & ACCURACY** questions you just tried:

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<td>3.</td>
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<td>4</td>
<td>5.</td>
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<td></td>
<td></td>
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<td>7</td>
<td>7.</td>
<td>17</td>
<td>8.</td>
<td>7</td>
</tr>
<tr>
<td>9.</td>
<td>3</td>
<td>10.</td>
<td>6</td>
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<td>11.</td>
<td>8</td>
<td>12.</td>
<td>7</td>
<td>13.</td>
<td>19</td>
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<tr>
<td>14.</td>
<td>15</td>
<td>15.</td>
<td>22</td>
<td></td>
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<tr>
<td>16.</td>
<td>7</td>
<td>17.</td>
<td>7</td>
<td>18.</td>
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<tr>
<td>19.</td>
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<td>14</td>
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</tbody>
</table>

When you understand this test, you will not make many mistakes. If you are not sure that you do understand how to do these questions, try going back over the instructions and completing the test examples again.
The computer version of the NUMBER, SPEED & ACCURACY test.

This is what it will look like on the computer:

These three numbers are arranged in size. 5 is the **SMALLEST** and 11 is the **LARGEST**. 11 is further from the **REMAINING** number 7 than is 5 and so the answer to the problem '5 7 11' is 11 and you should click on the box with 11 in it.

*Here is another example:*

The numbers are not arranged in order from smallest to largest this time; they have been mixed up. The task is still the same so first you need to find the **SMALLEST** and **LARGEST** numbers and then decide which is further from the remaining number.

**THE ANSWER TO THIS EXAMPLE IS 2** and you should click on the box with 2 in it.

*The NUMBER SPEED & ACCURACY test runs for about 2 minutes.*
TEST FOUR
WORD MEANING
The WORD MEANING test

This is a test to see how quickly you can spot the odd word out in a group. You will be given three words. Two of the three will be related in some way, and the third is the odd one out. Each time, decide which is the odd one out and circle it.

LOOK AT THIS EXAMPLE.

| halt | cold | stop |

The odd word is ‘COLD’, because the other two words are similar in some way.

HERE IS ANOTHER EXAMPLE.

| up   | down | street |

‘UP’ and ‘DOWN’ are opposites. The odd word out is ‘STREET’.

TRY SOME MORE EXAMPLES. Put a circle round the correct answer.

<table>
<thead>
<tr>
<th>happy</th>
<th>try</th>
<th>sad</th>
<th>bad</th>
<th>good</th>
<th>arch</th>
</tr>
</thead>
<tbody>
<tr>
<td>up</td>
<td>book</td>
<td>down</td>
<td>simple</td>
<td>easy</td>
<td>window</td>
</tr>
</tbody>
</table>

How did you get on? Check your answers with the correct answers below.

ANSWERS

1. try  2. arch  3. book  4. window

When you understand how to do the test, please turn over and work through the problems on the next page. Do not miss any out and work across the page from left to right.
### TEST FOUR: WORD MEANING

#### START HERE AND WORK FROM LEFT TO RIGHT ACROSS THE PAGE

<table>
<thead>
<tr>
<th>1. entice</th>
<th>new</th>
<th>old</th>
<th>2. unusual</th>
<th>odd</th>
<th>war</th>
</tr>
</thead>
<tbody>
<tr>
<td>3. late</td>
<td>near</td>
<td>far</td>
<td>4. high</td>
<td>tall</td>
<td>mean</td>
</tr>
<tr>
<td>4. entry</td>
<td>live</td>
<td>exit</td>
<td>6. up</td>
<td>down</td>
<td>bottle</td>
</tr>
<tr>
<td>7. square</td>
<td>ship</td>
<td>boat</td>
<td>8. jump</td>
<td>dead</td>
<td>leap</td>
</tr>
<tr>
<td>9. new</td>
<td>fresh</td>
<td>spanner</td>
<td>10. too</td>
<td>try</td>
<td>also</td>
</tr>
<tr>
<td>11. night</td>
<td>under</td>
<td>over</td>
<td>12. wet</td>
<td>thought</td>
<td>dry</td>
</tr>
<tr>
<td>13. ill</td>
<td>speak</td>
<td>sick</td>
<td>14. danger</td>
<td>safety</td>
<td>liquid</td>
</tr>
<tr>
<td>15. big</td>
<td>small</td>
<td>asleep</td>
<td>16. irritate</td>
<td>annoy</td>
<td>battle</td>
</tr>
<tr>
<td>17. shiny</td>
<td>eager</td>
<td>enthusiastic</td>
<td>18. overdue</td>
<td>early</td>
<td>saucepan</td>
</tr>
<tr>
<td>19. bus</td>
<td>taxi</td>
<td>slice</td>
<td>20. win</td>
<td>lose</td>
<td>hill</td>
</tr>
</tbody>
</table>

*How did you get on? Check your answers with the correct answers below.*

### ANSWERS

Here are the correct answers to the **WORD MEANING** questions you just tried:

1. **entice** 2. **war** 3. **late** 4. **mean** 5. **live**

If you understood the test, you should not have made many mistakes. If you are not sure about how to do these questions, go back and read the instructions again.
TEST FOUR: WORD MEANING

The computer version of the WORD MEANING test
In the computer version of this test the three words will be shown on the screen each in its own box. As with the examples you have just done, two of the words will be related in some way and the third is the odd one out.

LOOK AT THE FOLLOWING EXAMPLE:

'BETWEEN' and 'UNDER' have the same meaning and so the odd word is 'LETTER'. For each problem you should click on the box which has the 'ODD' word in it.

HERE IS ANOTHER EXAMPLE:

'BIG' and 'SMALL' have opposite meanings and so the odd word is 'HAPPY'.

The WORD MEANING test runs for about $2\frac{1}{2}$ minutes.
TEST FIVE
SPATIAL VISUALISATION
The SPATIAL VISUALISATION test

This test is designed to see how quickly you can turn shapes around in your head. The challenge is to see how many boxes contain two shapes that are the same. For demonstration purposes, the pairs have had boxes drawn round them to show each pair separately.

The two basic shapes used in this test are: \( R \) and \( R \) turned around on the page.

Look at these two shapes and you will see that they are different, even though they may look alike at first. In what way are they different? For each of the next boxed pairs, look at the three shapes on the bottom line first.

They have been rotated on the page in three ways. Although they each look like the paired shape in the box, printed above it, it cannot match the top one exactly, no matter how the bottom one is turned, because it is a mirror image. In other words, it looks like the top shape reflected in a mirror.

The two shapes are different because they cannot be turned around on the page to match each other exactly. In the boxes below, however, the shapes on the bottom are always the same as the shape on top because they can be turned around on the page to match the top shape exactly. **CHECK THIS IS TRUE:**

**LOOK AT THE THREE EXAMPLES BELOW.** How many shapes on the bottom are the same as those directly above them, after they are turned around on the page? Compare each shape with the one directly above it.

Check you understand **WHY** these answers are correct! In each question you have to show **HOW MANY PAIRS** are the same.
TEST FIVE: SPATIAL VISUALISATION

TRY THESE TOO:

Once you have understood what is required, work through the questions below.

How did you get on?

Here are the correct answers to the SPATIAL VISUALISATION questions you just tried.

ANSWERS

1. 1  2. 0  3. 1  4. 0  5. 2  6. 2
7. 0  8. 1  9. 2  10. 1  11. 1  12. 0

If you understood the test, you should not have made many mistakes. If you are not sure about how to do these questions, go back and read the instructions again.
The computer version of the SPATIAL VISUALISATION test

A typical problem in the computer version of the rotated symbol test might look like this:

The two symbols that make up the first pair (in the first dotted-line box) are the SAME symbol in different positions. The second pair has one symbol as an ‘R’ and the other is the SAME.

The answer, as shown above, would be ‘2’ because both pairs consist of symbols that are the SAME.

*The SPATIAL VISUALISATION test runs for about 2 minutes.*