

Ability and skills assessments

Sarah Kippernes - 2025-11-25 - [Assessment tools](#)



About our ability and skills assessments

Aon Assessment offers a large portfolio of ability and skill tests. Some are designed for specific or very narrow positions, for example professional drivers and flight personnel, while others are used across most job roles. On this page, we have chosen to present some of the tests that are most commonly used in the Norwegian market.

Common features of our ability and skill tests are that:

- They are self-explanatory through interactive examples
- They have item generators that counteract cheating and learning effects
- They can be used on different platforms
- They are short and specific (2-15 minutes)
- Many of them are adaptive and adapt to the candidate's mastery level

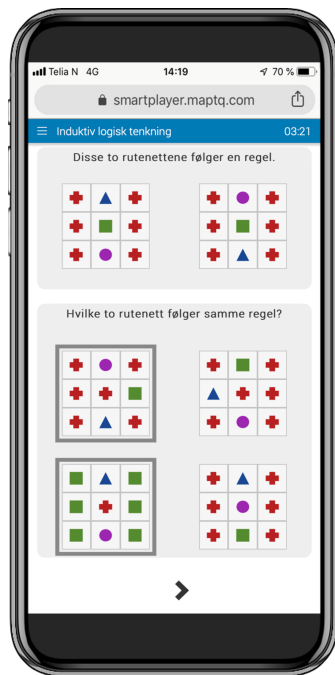
Question

If you have questions regarding any of the ability or skill tests, are missing any of them on your account, or want to discuss which ones you should use for a specific job role, feel free to contact us.

Tests that measure reasoning

Reasoning ability is very often relevant to assess in a wide range of job roles; from complex management positions to more operative lower-level positions. Throughout a normal day at work, we frequently use our ability to reason and in most jobs we tend to switch between different forms of reasoning. This is simply different ways we use our brain, and we can roughly distinguish between two types of reasoning: Inductive and deductive reasoning.

- **Inductive reasoning** is when we have to draw conclusions based on individual observations.
- **Deductive reasoning** is when we draw conclusions based on existing and established rules.

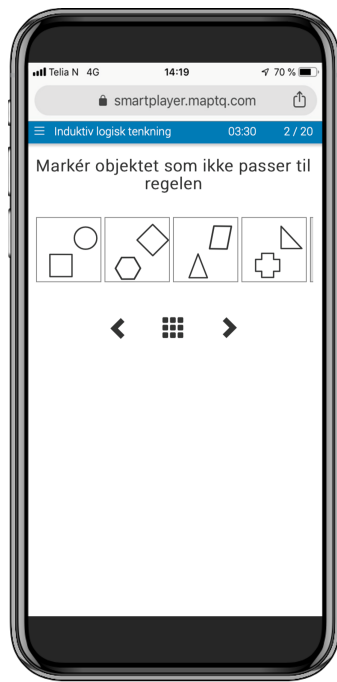


Inductive reasoning | scales clx

Time: 6 minutes

The task is to find out rules and interrelations which assign tables to two different categories. The discovered rules then need to be applied.

The test is relevant for positions that require analytical and problem solving skills. High scores on the test indicate a good ability to effectively identify trends and patterns in a data set, process information quickly and accurately, and make logical decisions based on complex material.

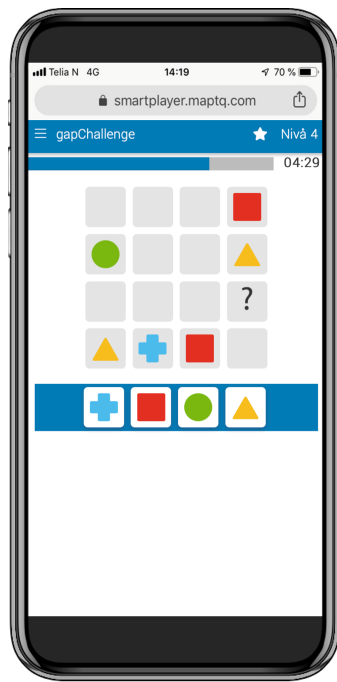


Inductive reasoning | scales ix

Time: 5 minutes

The task is to find the object that does not match the rule.

The test is relevant for positions that require analytical and problem solving skills. High scores on the test indicate a good ability to effectively identify trends and patterns in a data set, process information quickly and accurately, and make logical decisions based on complex material.

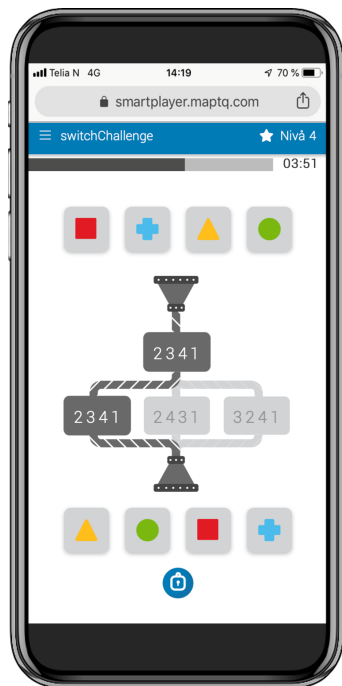


Deductive reasoning | gapChallenge

Time: 6 minutes

The task is to use a known rule to find out which symbol logically belongs in a grid with other symbols

The test is relevant for positions where analytical skills and problem solving abilities are needed. High scores on the test indicate a good ability to use established knowledge, such as a rule or procedure, to solve new problems and tasks. For example, the ability to quickly familiarize yourself with and use the organization's systems, tools and solutions.



Deductive reasoning | switchChallenge

Time: 6 minutes

The task is to use a known rule to find out which of the series of numbers are correct for the change in symbol order to be logical.

The test is relevant for positions where analytical skills and problem solving abilities are needed. High scores on the test indicate a good ability to use established knowledge, such as a rule or procedure, to solve new problems and tasks. For example, the ability to quickly familiarize yourself with and use the organization's systems, tools and solutions.

Tests that measure specific abilities

Several of our tests lie in the intersection between abilities and skills. We refer to these as specific abilities; that is, abilities that are linked to specific areas of knowledge.



Numerical reasoning | scales numerical mobile

Time: 6 minutes

This test measures the ability to draw logical conclusions from complex numerical information that is presented in tables and charts, and the ability to retrieve relevant information when confronted with different types of questions.

The test is relevant for positions where it is necessary to familiarize yourself with and understand numerical information, and make logical decisions based on information presented in this way. High scores indicate good ability to quickly acquire and reason about numerical material, and to use information accurately.

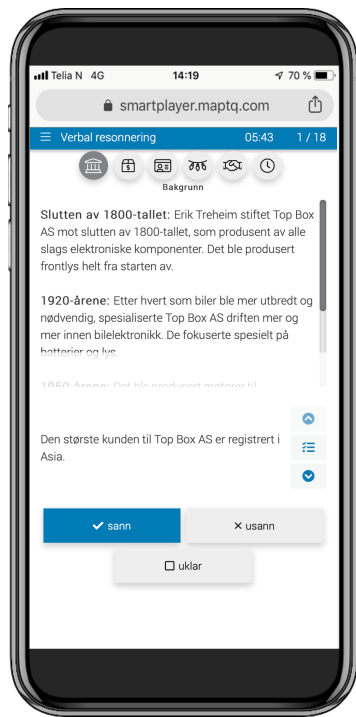


Basic numeracy | digitChallenge

Time: 5 minutes

This test measures basic numerical understanding. The task is to insert numbers into the open fields in the equations, so that the calculation is correct.

The test is relevant for positions where basic number sense is required. High scores on the test indicate good number sense, which is important in positions where one must quickly and accurately perform simple calculations, check or correct numerical material.

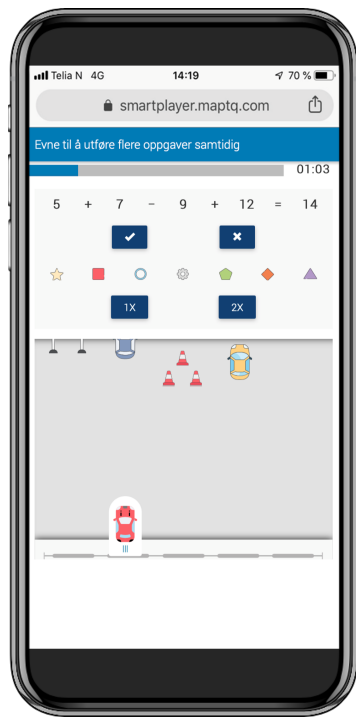


Verbal reasoning | scales verbal mobile

Time: 6 minutes

This test measures the ability to draw logical conclusions from complex verbal information. Additionally, this test measures the ability to retrieve relevant information when confronted with different type of questions.

The test is relevant for positions where it is necessary to be able to handle and make logical decisions based on complex written information. High scores on the test indicate a good ability to quickly acquire and reason about written material, and to utilize the information in an effective and correct manner.

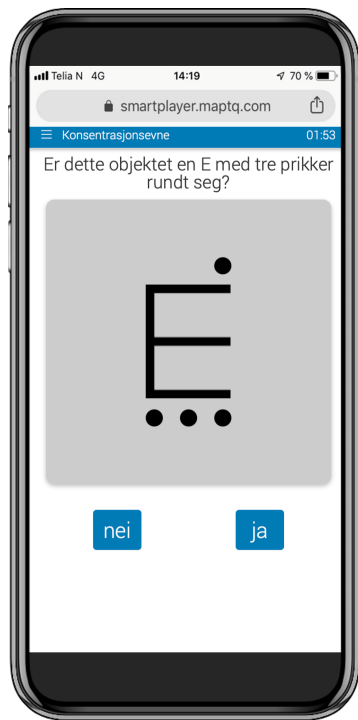


Multi-tasking capability | scales mt (Call Center / Driver)

Time: 5 minutes

This test measures the ability to perform several tasks simultaneously (multi-tasking). The measurement takes place in subsequent segments, so that the gradient of the multi-tasking performance can also be measured.

The test is relevant for positions that require good simultaneous capacity (ability to multitask); being able to keep track of several tasks at the same time, and to solve the tasks that are taking place in parallel precisely and efficiently. High scores indicate a good ability to handle several simple tasks at once, for example, several different and simultaneous communication channels, handling several technical operations, or simultaneously focusing on driving and communication.



Ability to concentrate | scales e3+

Time: 2 minutes

This test measures the ability to concentrate. The task is to react to different elements in a certain way as fast as possible.

The test is relevant for positions that require intense concentration for short periods of time. High scores indicate a good ability to be attentive and concentrated in connection with, for example, transportation, traffic management, construction and logistics work, or in administration and service positions.

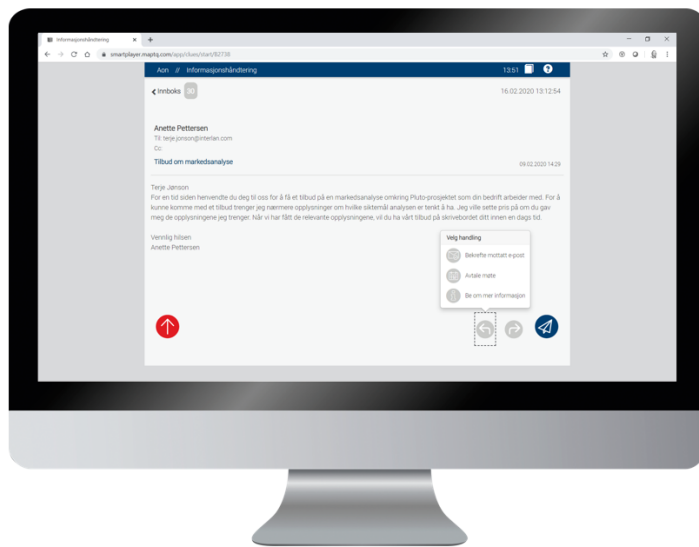


Working memory/Executive attention | gridChallenge

Time: 12 minutes

This test measures working memory. The task is to remember where and in which order 3-5 dots appeared in a grid, while being disrupted to solve other tasks.

The test is relevant for positions that require the ability to maintain focus without being disturbed by distractors, and where one must remember what one has observed. High scores indicate a good ability to process and remember information in distracting environments.



Information handling | scales clues

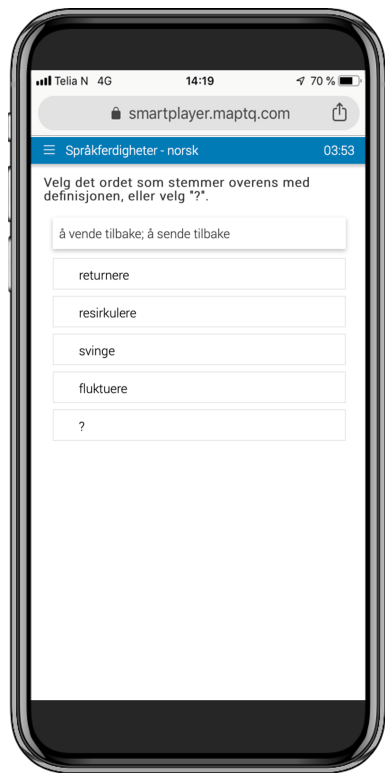
Time: 15 minutes

The task is to act as a substitute for a project manager and to be responsible for their e-mail inbox. The instrument assesses how effectively a participant is able to distinguish between relevant and irrelevant information and the quality of the decisions they make based on incomplete information

The test is relevant for positions where efficient and accurate handling of large amounts of information is required. High scores indicate good ability to effectively process and make sound decisions based on written information, and to continuously prioritize and process information in a precise manner.

Tests that measure skills

Skills are about what we have learned and know at a given time, and are therefore also something that can be trained.



Norwegian language skills | scales lt-no

Time: 12 minutes

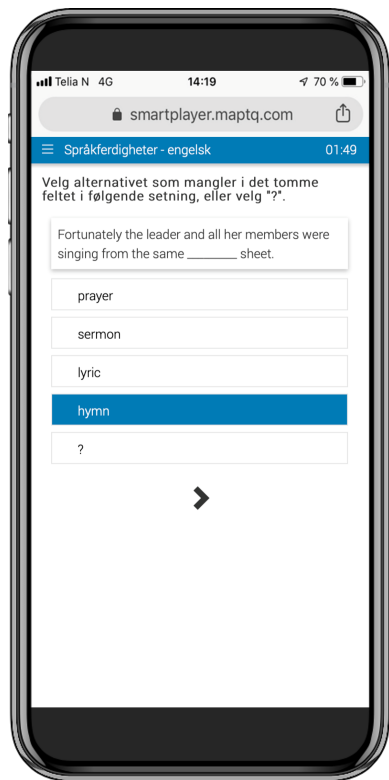
The test consists of three separate parts:

Fluency: Which word is correct in the sentence?

Vocabulary: What does the word mean?

Spelling: Which spelling of the word is correct?

The test is relevant for positions requiring Norwegian skills.



English language skills | scales It-e

Time: 12 minutes

The test consists of three separate parts:

Fluency: Which word is correct in the sentence?

Vocabulary: What does the word mean?

Spelling: Which spelling of the word is correct?

The test is relevant for positions requiring English skills.

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