



All you need to know about your upcoming General Ability Test

Why a General Ability Test (GAT)



The United Nations faces **unique, complex, and evolving challenges**. In order to effectively deal with these challenges, a **high-performing and adaptable global workforce** is essential. To build and maintain such a workforce, the Secretariat has introduced **a new staffing approach**.



As a fundamental principle of this new approach, staff members are expected to be mobile within and across a wide range of related job families, also known as a job network. The GAT has been developed, with that principle in mind, to **assess** general abilities for a **wide variety of potential job network-relevant tasks and/or situations**.

What kind of test is the GAT?

It is an **internet-based multiple-choice test** consisting of **three test parts**, available in **both English and French**.



The GAT is approximately **two-hours long**. You can complete **each test part separately** within the 48-hour test window.



1. Textual Reasoning

2. Analytical Reasoning

3. Social Reasoning



Why is there a Textual Reasoning test part?



The comprehension and drafting of written communications is an integral part of virtually every job in the context of POLNET. Working with complex documents, resolutions, mandates, reports, or other text-based materials is an important feature of the job. Therefore, those who wish to effectively operate in POLNET must demonstrate an adequate ability to work with the kinds of texts they are likely to encounter in such jobs.

Why is there an Analytical Reasoning test part?



Ask people who work in POLNET and they will tell you that solving problems using logic, data, and/or common sense is an important part of their jobs. Those who wish to be effective in POLNET must demonstrate an adequate ability to solve job network-relevant problems by applying reason and logic to information presented as research findings, data, and reported evidence.

Why is there a Social Reasoning test part?

Effectively working, interacting, and engaging with people from a variety of different backgrounds in a work environment is a fundamental part of every job in POLNET. There is no position in POLNET where United Nations Staff would not be expected to interact with a colleague, a manager, a client, etc.



Did you know?



No prior, or specific, United Nations knowledge is necessary to be successful in this test. This is done to ensure, pursuant to General Assembly resolution 68/265, that every applicant, internal or external, is given an equal and fair chance.

Did you know?



The United Nations receives an average of **800** applications per professional level job opening from **more than 140 countries**.

How do you make sure the GAT is fair?

During the developmental stage, each question is run through software tools which provide us with standardised readability scores. This helps us make sure that the questions are written so that second language speakers with a strong command of the required United Nations working languages are not disadvantaged. Also, after the test has been administered but before it has been scored, each question is checked using advanced psychometric methods to ensure its fairness, reliability, and validity.

Top tips: How can I improve my test performance?

- **Take the sample test before the actual test. It will help you become familiar with the testing platform and the test format.**
- Take the test on a laptop or desktop computer and not a small mobile device.
- **Take the test in a quiet environment, with minimal disruptions and distractions.**
- Select an answer even if you are not sure it is correct (no points are deducted for incorrect answers).
- **Use online dictionaries to search for terms that you need help understanding.**
- Use only the information presented to you in the question to answer it.
- **Rest well before beginning the test and take breaks between test parts.**
- Flag questions that you find too time consuming and return to them if time remains.
- **Keep a piece of scrap paper and pen nearby as you may need them.**