

# BEAT THE WONDERLIC PERSONNEL TEST

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The Complete Guide to the Wonderlic  
Personnel Test (WPT-Q & WPT-R)

**This is the definitive guide for the:**

Wonderlic Personnel Test – Quicktest (WPT-Q)/

Wonderlic Cognitive Ability Pre-Test

- & -

Wonderlic Personnel Test – Revised (WPT-R)/

Wonderlic Cognitive Ability Test

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# About Beat the Wonderlic

The Wonderlic Tests have become some of the most widely used (and most feared) examinations administered in recent years. It is no secret that the world economy has struggled to regain its strength since the epic collapse of the housing market in 2008. Given the wounded economy, companies have had to scale back their hiring, making the hiring process riskier and costlier. Corporations that may have hired 3 or 4 new employees are now only hiring 1.

These corporations have turned to the suite of Wonderlic tests to help them determine which 1 candidate they should hire by paring down the applicant pool with cognitive and basic skills tests. Applicants who test poorly can have their applications easily, and (in the eyes of corporations) justifiably discarded. This is where Beat the Wonderlic is here to help.

We recognize that the Wonderlic tests do not test whether or not you are a “good fit” or qualified candidate for a given company – it simply tests how well you can take the Wonderlic.

Our staff has taken hundreds of Wonderlic tests, studied the ins and outs of the tests, stayed on top of all the latest trends, and has produced strategies that have helped thousands of people *drastically* improve their scores in only hours.

We guarantee that our in-depth and easy-to-follow review of content covered on the tests, in addition to our tried-and-true strategies and techniques will reap drastic and immediate improvements in your scores, bringing you closer to landing your dream job.

Thank you for choosing Beat the Wonderlic. We are eager to assist you in defeating the Wonderlic and reaching your career goals.

Please reach out to us with questions, concerns, or to share your career accomplishments with us at [info@beatthewonderlic.com](mailto:info@beatthewonderlic.com). We would love to hear from you!

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# About the WPT

## How to Know This Is the Right Test to Prepare for

Tell me if this is not how the series of events unfolded for you...

1. You are excited about applying for a new position, either within your current company or with a new employer. You are confident that you embody the qualifications and experience necessary for this new career opportunity and you are looking forward to the increase in pay and responsibility that will come with it.
2. Your resume is perfect, your recommendation providers are eager to bestow their praises upon you; your interview skills are honed.
3. You find out you need to take this funny sounding test called “the Wonderlic”?
4. You Google “Wonderlic” and discover that there is not just one Wonderlic test, but a vast suite of Wonderlic examinations...So, how do you know that this test is the right one?

If this is how you are feeling, then you are not alone and we are here to help.

Let’s begin your short journey to dominating the Wonderlic test by demystifying the suite of tests.

The Wonderlic Group publishes a multitude of tests, all of which colloquially referred to as simply “the Wonderlic”, making it difficult to grasp exactly which test it is you will be taking and, henceforth, making it an even greater challenge to prepare.

Although the list of exams is vast, it is actually not as overwhelming and complicated as it seems. Wonderlic exams can be divided into two groups: tests for employee candidates, and tests for student applicants. Let’s refer to the following chart to

review which tests you will (most likely) be required to take (in order) depending on whether you are an employee or student:



## Employee

- Quicktest (WPT-Q)
- Personnel Test (WPT-R)
- Basic Skills (BST)
- Personality Tests



## Student

- Scholastic Level Pre-Test (SLE-Q)
- Scholastic Level Exam (SLE)
- Placement Test

You can see in the graphic above that there are two distinct paths depending on whether you are a student applying for an education program or applying to become a

new or promoted employee at a company. Either path will typically require you to take multiple examinations.

This book is aligned to completely prepare you for the Wonderlic Personnel Test – Quicktest (WPT-Q) and the Wonderlic Personnel Test (WPT-R). Both exams cover the same content; they only differ in length and testing location.

We cover more details about each test in the following section.

# The Employee Testing Path

For those seeking **employment**, you will be asked to proceed through the following testing path:

1. **The Wonderlic Personnel Test –Quicktest (WPT-Q)** – This is also sometimes referred to as the Cognitive Ability Pre-Test. The Quicktest is a 30 question cognitive ability test. You will have 8 minutes to complete the exam. It is unproctored and you will take it online at home.



2. **The Wonderlic Personnel Test (WPT-R)** – If you do well on the Quicktest, you will be invited to take the Wonderlic Personnel Test. This is another timed cognitive test consisting of 50 questions to be answered in 12 minutes. This test is proctored and you will take it in the potential employer’s office or a pre-determined testing center near you. The content on this exam is the same as the Quicktest. All of this content is covered, in detail, in this book.



3. **The Wonderlic Basic Skills Test (WBST)** – If you perform well on the Personnel Test, you may advance to the Basic Skills Test. This test consists of two, timed sections – verbal (20 minutes to complete 45 questions) and quantitative (20 minutes to complete 45 questions). This test is also proctored.



4. **The Wonderlic Personality Tests** – You may be asked to complete one or more (there are three) of the Wonderlic Personality Tests. Each one of the tests is a bit different depending on whether you will be a client-facing employee or completely internal. Something to note about the personality test(s): you may not be warned

about the personality test and, unlike the cognitive and skills-based tests, we strongly recommend that you do not ask if you have to take one as it may come across as a red flag. No potential employer wants a candidate to prepare for the personality test(s) as they are looking for results that are authentic and accurately reflect your personality traits to determine whether you are a cultural fit within the organization. Because of the aforementioned rationale, we recommend that you prepare for the personality tests regardless whether or not your potential employer reveals to you that you will have to take one.

We have included a breakdown of all these exams in our Beat the Wonderlic Personality Tests product line.

# The Student Testing Path

For those seeking **admission into college, continuing education, or other academic programs**, you will be asked to proceed through a testing path that differs from the employment path. Expect the following:

1. **The Wonderlic Scholastic Level Exam Quicktest (SLE – Q)** – The Quicktest is a 30 question cognitive ability test that also layers in a few basic skills questions. You will have 8 minutes to complete the exam. It is unproctored and taken online.



2. **The Wonderlic Scholastic Level Exam (SLE)** – If you do well on the Quicktest, you will be invited to take the full Scholastic Level Exam. This is another timed cognitive and skills test consisting of 50 questions to be answered in 12 minutes. This exam is proctored.



3. **The Wonderlic Student Placement Tests** – If you perform well on the Scholastic Level Exams, you will advance to one of Wonderlic’s placement tests. Unlike the first two exams you took, this test (usually) does not determine your admission status, but helps place you into classes. The benefit of performing well on these exams is that you may place out of preliminary classes, allowing you to save time and money. Conversely, performing poorly may result in your having to take remediation classes that cost time and money and provide you with no credit hours.

There are two tests – the Basic Math and English Skills Test and the Advanced Math and English Skills Test. There are proctored and non-proctored versions of each.

The Basic Test consists of two, timed sections – verbal (20 minutes to complete 50 questions) and quantitative (20 minutes to complete 45 questions).



The Advanced Skills Test is geared towards students seeking advanced degrees. Like the Basic Skills Test, it consists of a verbal section (30 minutes to complete 50 questions) and a math section (30 minutes to complete 55 questions).

If you have further questions or concerns regarding your testing path, please reach out to us at [info@beatthewonderlic.com](mailto:info@beatthewonderlic.com).

# What Is at Stake

This book is written for anyone taking the Wonderlic Personnel Quicktest and/or the Wonderlic Personnel Test. Again, the content is the same for each, but you will take the Quicktest first and then advance to the Personnel Test.

Let's break down what is at stake with each test:

**1. The Wonderlic Personnel Test – Quicktest (WPT-Q)** is engineered to, according to Wonderlic:

*“Help [employers] pre-qualify candidates before inviting them onsite for in-person evaluations...allowing [the employer’s] staff to focus on candidates who likely have the mental ability to succeed in the job, saving valuable time and resources [for the employer].”<sup>1</sup>*

Essentially, the WPT-Q determines if you are invited into the office for an interview.

**2. The Wonderlic Personnel Test (WPT-R)**, according to Wonderlic:

*“Measure(s) 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.”<sup>2</sup>*

Now, although these descriptions may seem quite intimidating, we urge you not to feel overwhelmed. Neither of these exams test how smart you are; they simply test how well you can take the Wonderlic Personnel Tests ...and the Wonderlic Personnel Tests are beatable.

This book will walk through every skill you need to know in order to master and defeat either/ both of these tests. It will also provide ample opportunity for practice as well as in-depth explanations on how to approach each question type.

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<sup>1</sup> <http://www.wonderlic.com/assessments/ability/cognitive-ability-tests/cognitive-ability-pretest>

<sup>2</sup> <http://www.wonderlic.com/assessments/ability/cognitive-ability-tests/contemporary-cognitive-ability-test>

# What Is on the Test

The WPT-Q and WPT are a hybrid of a skills test and an IQ test. We can break it down into four types of questions:

## 1. General Knowledge & Quick Recognition (20%)

The general knowledge and quick recognition questions make up roughly 20% of the test content and can range in difficulty from absurdly simple to relatively easy. The tricky aspect to this question type is people typically rush through them and lose points.

Example:

The ninth month of the year is \_\_\_?\_\_\_.

- July
- August
- September
- October
- December

The correct answer in this case would be **September**.

## 2. Logic Questions (20%)

The logic questions are a bit trickier. These questions are designed to test your ability to answer whether a statement is true or false given specific conditions outlined by rules in the question as well as engage in spatial reasoning and manipulation exercises.

Example:

*If the first two statements are true, is the final statement true?*

James bought Thomas a drink.

Thomas bought Suzette a drink.

James bought Suzette a drink.

- Yes
- No
- Uncertain

The correct answer in this case would be **uncertain**.

### 3. English Knowledge (40%)

The English knowledge questions will require you to identify the definition of a word or the synonym/antonym of a word. There will also be analogy questions mixed in.

Example:

The words BENEVOLENT and MAGNANIMOUS have \_\_\_?\_\_\_ meanings.

- similar
- contradictory
- unrelated

The correct answer is **similar**.

#### 4. Word Problems (20%)

Word problems are the most time-consuming and challenging questions on the exam. These questions test your algebraic knowledge and computation skills. You will not be allowed to use a calculator, but you can use a pencil and scratch paper to work these problems.

Example:

Four friends go to a local restaurant for dinner. After finishing their meal, they decide to split the check total evenly among the four of them. Friend N had a bill of \$50, friend X had a bill of \$35, friend Y had a bill of \$20 and friend Z had a bill of \$15. How much more money does friend Z have to spend on dinner when the friends split the check evenly than if they paid for their bills individually?

- \$35
- \$30
- \$25
- \$20
- \$15

The answer would be **\$15**.

# How the Test Is Scored

## Scoring Breakdown

### 1. Wonderlic Personnel Test – Quicktest (WPT-Q)

Here is a quick breakdown of the scoring on the WPT-Q:

**Number of questions:** 30

**Points per question:** 1.66

**Maximum score:** 50

**Minimum score:** 0

The scoring is fairly straightforward – each question is weighted equally (just less than 2 points). You earn 1.66 points for answering a question correctly. You earn 0 points for skipping a question or for answering a question incorrectly.

### 2. Wonderlic Personnel Test (WPT-R)

Here is a quick breakdown of the scoring on the WPT-R:

**Number of questions:** 50

**Points per question:** 1

**Maximum score:** 50

**Minimum score:** 0

Just like we saw in the WPT-Q, each question in the WPT-R is weighted equally (exactly 1 point). You earn 1 point for answering a question correctly. You earn 0 points for skipping a question or for answering a question incorrectly.

NOTE: We will refer to both tests as simply the “Wonderlic” from here forward.

## So What Is a “Good” Score?

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:

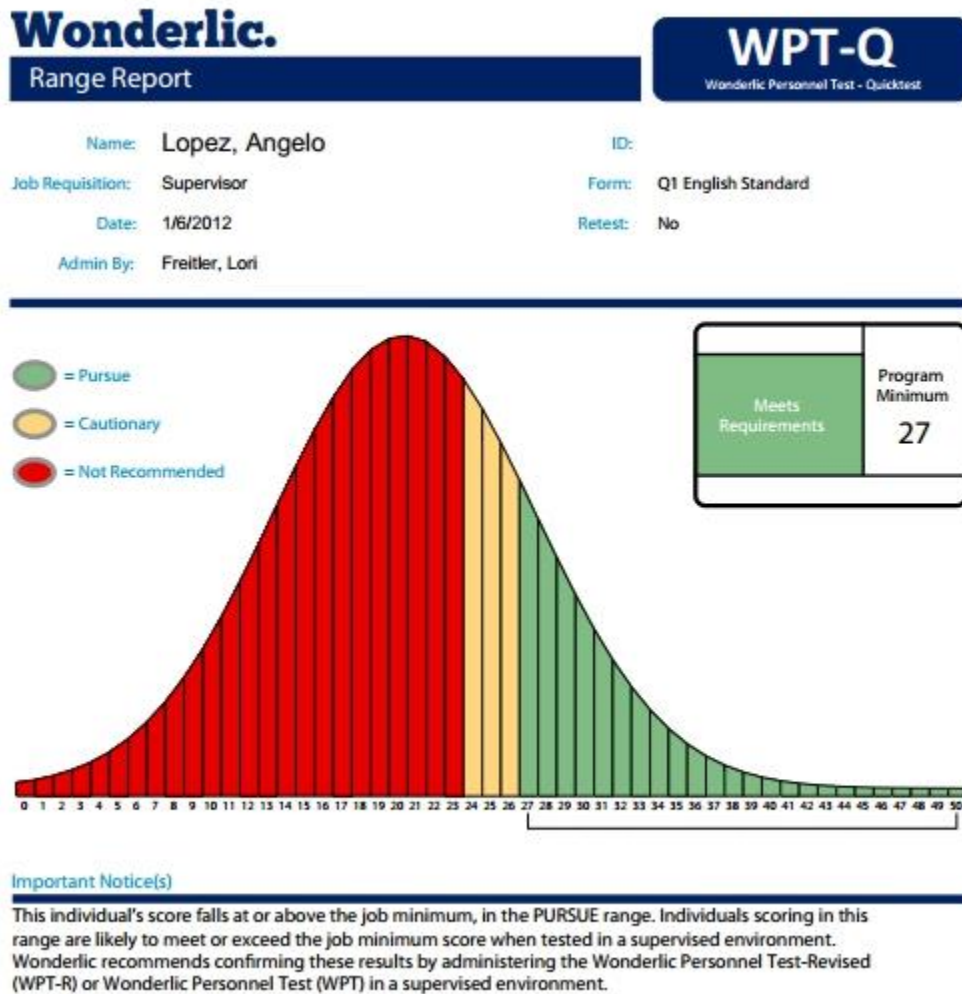
- The average score is a 21 (under 50% of the questions answered correctly).
- 2-3% of test takers actually finish the exam in the allotted time.
- Your target score should be above the average score of the position you are seeking. The following average scores have been published by the Wonderlic Group<sup>3</sup>:
  - Systems Analyst – 32
  - Chemist – 31
  - Electrical Engineer – 30
  - Engineer – 29
  - Programmer – 29
  - Accountant – 29
  - Executive – 29
  - Reporter – 29
  - Teacher – 29
  - Investment Analyst – 27
  - Electronics technician - 26
  - Salesperson – 25
  - Nurse – 23
  - Bank Teller – 22
  - Cashier – 21
  - Firefighter – 21
  - Skilled Craftsman – 18
  - Security guard - 17
  - Welder – 17
  - Warehouseman – 15

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<sup>3</sup> *Wonderlic Personnel Test Manual. Northfield, IL: E.F. Wonderlic & Associates, INC. 1983.*



One more thing we can show you is what the report on your score will look like to the hiring manager. The following is a sample report for the Wonderlic Personnel Test - Quicktest<sup>4</sup>. The score report for the WPT-R is identical. You will not see your score report.



In the above example, Angelo Lopez is interviewing for a supervisor role with this imaginary company. The company established that, for this position, a 27 is their target score. Angelo just made it as he earned a 27, which is the minimum target score established by this imaginary company for the supervisor position. This report advises the imaginary company to pursue Angelo as a candidate, bring him in for an in-person

<sup>4</sup> [http://www.wonderlic.com/sites/default/files/u7/WPT-QSampleReport\\_0.pdf](http://www.wonderlic.com/sites/default/files/u7/WPT-QSampleReport_0.pdf)

interview, and have him take the WPT-R. Had he scored between a 24 and a 26, the report would have advised the imaginary company to use caution in pursuing Angelo as a candidate. Had he scored below a 24, the report would urge the company to not bring Angelo in for an in-person interview.

Every candidate who takes the Quicktest and scores sufficiently will be asked to take the full-length test.

Note the message on the bottom of the report telling the hiring manager to confirm these results with the full-length Wonderlic Personnel Test (WPT) or Wonderlic Personnel Test –Revised (WPT-R). These are the same test and the names are used interchangeably. The WPT-R is simply the newest edition of the WPT. There are no real changes to the content or format of the test.

# About the Test Environment

## **1. Wonderlic Personnel Test – Quicktest (WPT-Q)**

Some good news about the WPT-Q: you can take it in the comfort of your home or office. The Quicktest is administered online and is not proctored.

You will receive an email from the hiring manager. Inside this email will be a link to access the test online. When you are ready, click that link to open the test. Once opened, you will have 8 minutes to complete the exam. After the 8 minutes, the exam ends and the results are sent back to the hiring manager in a report like the one shown a few pages back.

The hiring manager will then invite you to come take a longer test (WPT-R) in person if they believe your score on the Quicktest is sufficient.

## **2. Wonderlic Personnel Test (WPT-R)**

Once you take the WPT-Q, the hiring manager will review your scores. If they deem these scores to be sufficient, they will invite you into either their office or to a proctored testing site to take the WPT-R. Again, the WPT-R consists of the same content as the WPT-Q; it is just longer and proctored.

# How This Book Will Help You

## Our Approach

This guide has been created by former educators, professionals, and Wonderlic experts with one goal in mind: to help you drastically improve your score on the Wonderlic tests and obtain your dream job.

We have accomplished this goal with thousands of job applicants like you via the following approach:

- Covering every skill and competency tested on the WPT-Q and WPT-R in detail
- Providing multiple opportunities for practice and in-depth answer explanations and walk-throughs
- Imparting our proprietary method for beating the Wonderlic. We have studied the test, developing multiple tricks and test hacks along the way. We share every one of those tips with you in this guide and clearly explain, in detail, how to leverage these tips when taking the test in order to maximize your score.

## Our Promise

We promise that there is no better guide or study method on the market. We are proud leaders of preparing test-takers for the Wonderlic and are more than confident that you will maximize your score if you go through this guide in its entirety. We have helped thousands of job applicants beat the Wonderlic and earn their dream job.

Every topic covered in this book has been used in a real Wonderlic test, so you will not waste time studying for competencies not present on the real test.

Furthermore, every topic we have ever seen on a real Wonderlic test is covered, in detail, in this book.

## How You Should Use This Guide

This guide was built to help you master every concept tested in the Wonderlic Personnel Quicktest (also referred to as “Pre-Test”) and Wonderlic Personnel Test, improve your test-taking speed, and beat the exam. In order to maximize your Wonderlic score, we recommend you utilize this guide in the following manner:

1. Take the **Diagnostic Test** in the very next section. Go through each question and time yourself. This test is meant to gauge where you currently stand so you know where you can most efficiently apply effort in your studies. The only way to gain an accurate reading is by timing yourself as timing is a significant element of the test.
2. Review the answer section after the test. We repeat the questions, provide the correct answer and then tell you the chapter in which that question type can be found. This way, you can choose to go through the entire guide (recommended) *or* just jump to a particular section to brush up on specific question types.
3. Regardless whether you decide to go through the entire guide or just review specific sections, you should review our [Beat the Wonderlic Strategy](#) section. This section contains lots of important tips to improve your speed, significantly boosting your score.
4. Do as many practice questions as you can. Each chapter contains multiple practice questions and answer explanations. Even if you are confident in your abilities in a specific section, practicing those questions will only make you faster, more comfortable and more confident. Remember, this test is not just about knowledge – it’s also about speed and speed only comes with practice.
5. Take the [full-length practice test](#) at the end of the guide and see how much you have improved! The practice test contains 50 questions – the length of the full WPT-R. For those preparing for the WPT-Q, know that these are the same questions you will see on your exam; you will just have 30 questions instead of 50 and only 8 minutes to complete those questions.

6. If at any time you want additional practice, access our **Practice Test Kit** on [BeatTheWonderlic.com](http://BeatTheWonderlic.com). This package contains 3 full-length practice tests. In our experience, test takers who take 3 or more practice tests score significantly higher than those who do not.

Ready to get started? Grab a timer and take the diagnostic test in the next section.

# Diagnostic Test

The diagnostic test begins on the next page. This test mimics a real WPT-R and is meant to help you gain a clear understanding of what the test is like, how you would score if you took the test today without any preparation, and to pinpoint areas you need to focus on in order to most quickly boost your score.

Those preparing for the WPT-Q should also take this test as it is identical to the WPT-R in content.

You will find the questions repeated with the correct answers given following this test. Each question will also contain a link to the chapter where that particular question is addressed.

In order to receive the full benefit of this exam, please time yourself.

When you are ready, put 12 minutes on the clock and move on to the next page to begin.



## 50 Questions



## 12 Minutes

## Questions



1. *If the first two statements are true, is the third statement true?*

Kevin shook hands with Margaret.  
Margaret shook hands with Steven.

Kevin shook hands with Steven.

- yes
- no
- uncertain

2. Rope sells for \$0.17 per foot. How many feet of rope can you buy with \$0.68?

- 3
- 4
- 5
- 6
- 7

3. The words OBLIGATORY and UNNECESSARY have    ? meanings.

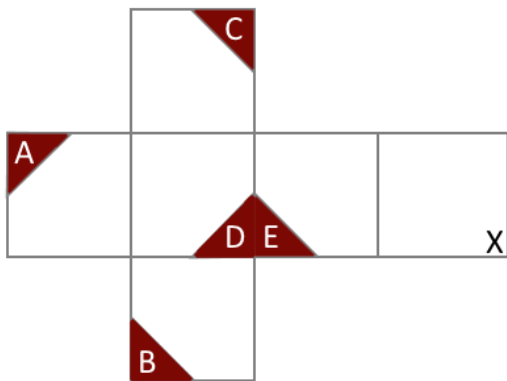
- similar
- contradictory
- unrelated

4. How many of the five pairs of items listed below are exact duplicates?

Brian, J	Brian, J.
DD Betts	DD Betts
L. Kyle	I. Kyle
Crain, RJ	Crain, R.J.
Ste. Mec.	Ste. Mec.

- 1
- 2
- 3
- 4
- 5

5. After folding these squares into a closed cube, which shaded corner would touch the corner "X"?



- A
- B
- C
- D
- E

6. Which of the following is the earliest date?

- Feb. 19, 1896      Feb. 19, 1986      Jan. 28, 1988      Jan. 29, 1896      Jan. 24, 1896
- 

7. 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

8. LARGE is to ELEPHANT as \_\_\_?\_\_\_ is to MOUSE.

- FAST
- GARGANTUAN
- QUICK
- SMALL
- BROWN

**END OF PREVIEW**