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Ability

Verify Ability Test Report



Name

Sample Candidate

Date

28 September 2018

Ability Test Report

This Ability Test Report provides the scores from Sample Candidate's Verify Ability Tests. If these tests were unsupervised, there is a small possibility that these scores do not represent their actual level of ability.

Overview

	10	30	50	70	90	Percentile
Inductive Reasoning						99
Numerical Reasoning						99
Verbal Reasoning						99
Deductive Reasoning						95

Details

	10	30	50	70	90	Percentile
Inductive Reasoning						99

Level: Graduate/University

Language: English - International

Percentile compared to the General Population 2007 comparison group

Sample Candidate's estimated inductive critical reasoning ability is well above average when compared to the comparison group. The candidate's result is better than 99% of the people in this group. This suggests that the candidate will display an exceptional level of ability in understanding incomplete information and solving novel problems by creating solutions from first principles.

	10	30	50	70	90	Percentile
Numerical Reasoning						99

Level: Graduate/University

Language: English - International

Percentile compared to the General Population 2006 comparison group

Sample Candidate's estimated numerical critical reasoning ability is well above average when compared to the comparison group. The candidate's result is better than 99% of the people in this group. This suggests that the candidate will display an exceptional level of ability in understanding or interpreting numerical data and mathematical calculations as compared to the group.



Level: Graduate/University

Language: English - International

Percentile compared to the General Population 2006 comparison group

Sample Candidate's estimated verbal critical reasoning ability is well above average when compared to the comparison group. The candidate's result is better than 99% of the people in this group. This suggests that the candidate will display an exceptional level of ability in understanding and evaluating written reports and documents.



Level: Appropriate for all job levels

Language: English - International

Percentile compared to the Verify DR General Population comparison group

Sample Candidate demonstrates well above average deductive reasoning ability compared to the comparison group. The candidate's result is better than 95% of the people in this group. This person is likely to be superior at making logical arguments, developing very sound solutions based on available data, and identifying even minute flaws in the logic of others. At work, this individual is likely to utilise very complex data effectively and make extremely well-reasoned decisions. This person appears to have an exceptional ability to identify and understand unstated assumptions in logical arguments as well as know how to develop near-flawless solutions to problems.

Guidelines for using these results

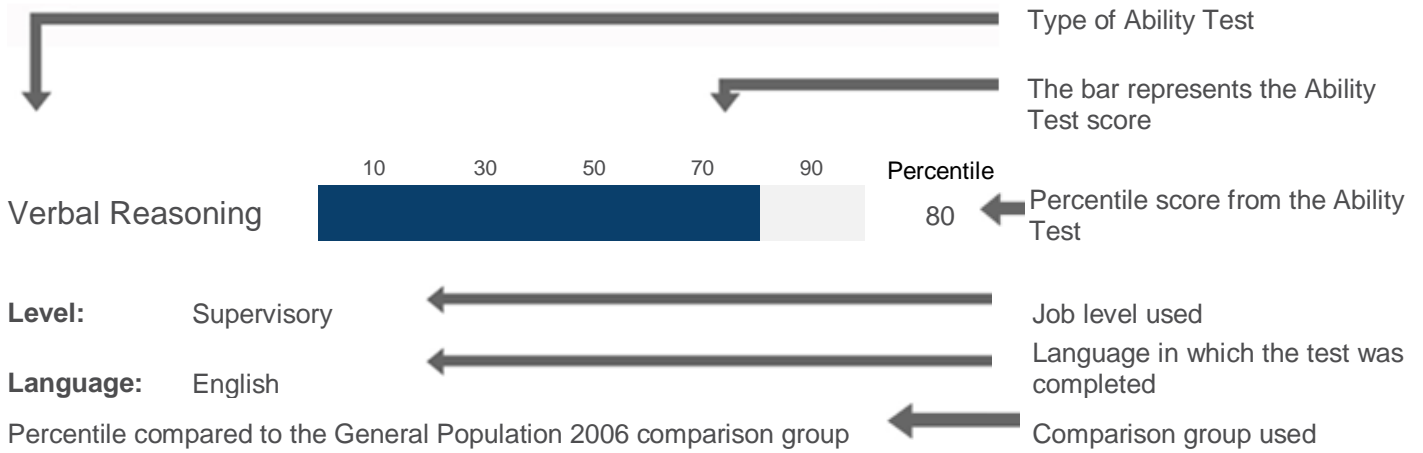
How to verify a result

There are many ways to confirm an individual's ability level. Some techniques are listed below:

Consider information from other competency assessments	Use results from other assessments that relate to the competencies and/or skills important for performance in the job to evaluate the person's actual ability level. For example work simulations, or assessment centres.
Use information from other sources	Results from examinations, qualifications, grades and other attainment tests that are appropriate measures of a person's cognitive ability may help to evaluate the person's actual ability level.
Use structured interviewing techniques to probe related competencies	Competencies related to cognitive ability include: <ul style="list-style-type: none">• Presenting & Communicating Information• Writing & Reporting• Applying Expertise & Technology• Analysing• Learning & Researching• Creating & Innovating• Formulating Strategies & Concepts

The final decision on how to confirm and use the person's test results should follow internal policies and guidelines. Companies should evaluate the risks involved, corporate policy/governance, the use of other screening and selection tools, time, cost and other factors. All of these may be important when deciding the most appropriate method to verify an individual's Ability Test results.

Information about this report



How to interpret this information

- The **bar chart** displays the individual's percentile score from the Ability Test.
- The **comparison group** identifies the specific group of people this person's score is compared against.
- The **percentile score** indicates how well this person scored against the people in the comparison group.
- For example, a percentile score of 50 means that the individual performed better than 50% of the people in the comparison group.

About cognitive ability tests

Cognitive ability is the most effective, single predictor of future performance in many different jobs. However, many other factors also play an important role in predicting job performance. The information in this document should be used as part of a broader evaluation of this person's suitability and potential for the job.

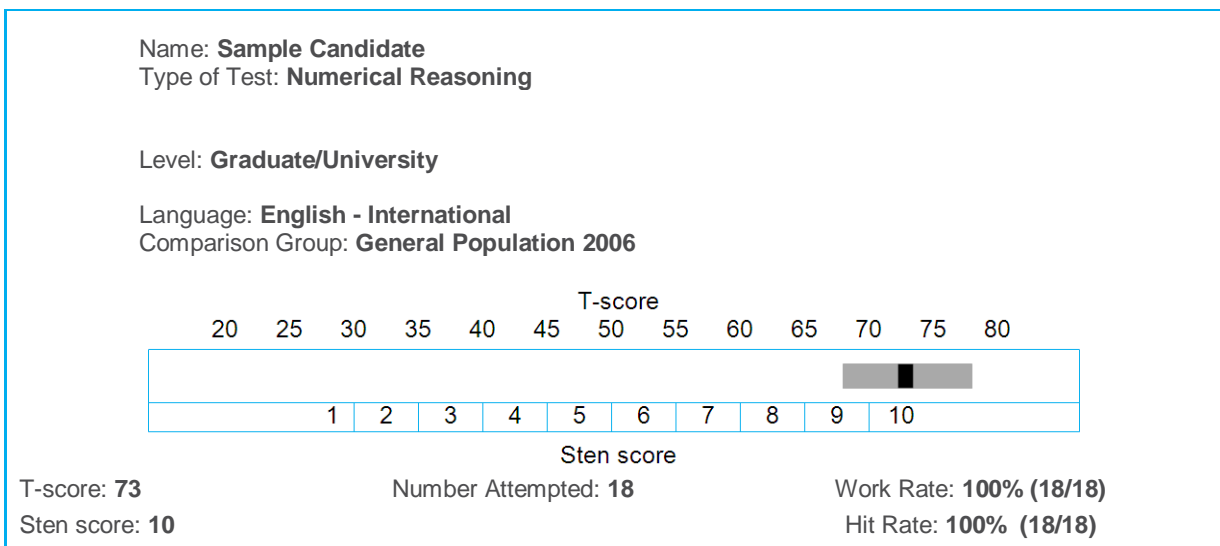
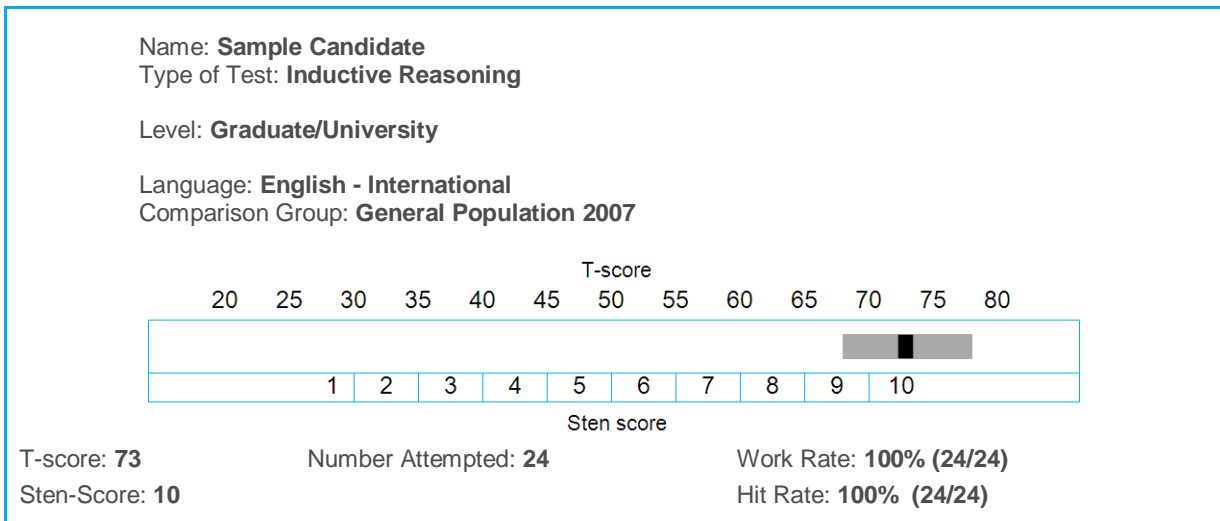
More Information

Additional information and guidance on how to use the SHL Verify range of Ability Tests is available online at SHL.com.

Technical information

T-scores and Sten scores are provided for users who are trained in their appropriate use and interpretation.

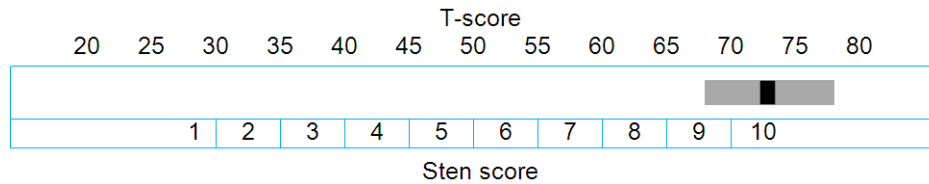
A T-score is a standardised test score with a mean of 50 and a standard deviation of 10. The Sten score is a standardised score on a 10-point scale. It has a mean of 5.5 and a standard deviation of 2.



Name: **Sample Candidate**
Type of Test: **Verbal Reasoning**

Level: **Graduate/University**

Language: **English - International**
Comparison Group: **General Population 2006**



T-Score: **73**

Number Attempted: **30**

Work Rate: **100% (30/30)**

Sten-Score: **10**

Hit Rate: **100% (30/30)**

The Report also includes information to give you an indication of the candidate's accuracy while completing the test. 'Number Attempted' refers to the number of questions the candidate has seen during the test. The total may include questions that the candidate has not provided a response to.

Work rate provides a measure of how far the candidate has got through the test, and is the number attempted divided by the total number of questions in the test. This is expressed both as a percentage and as raw data.

Hit rate provides a measure of accuracy, and is the number of questions the candidate has answered correctly divided by the total number of questions attempted. This is expressed both as a percentage and as raw data.

Work rate and Hit rate provide measures of the number attempted and number answered correctly. More information on these measures is provided in the Verify User Guide. It is important to understand that because each candidate receives a different set of items, there is not a direct correlation between Hit rate/Accuracy and the Percentile, T or Sten score achieved; and individual with a lower hit rate may achieve a higher percentile score and vice-versa.

Assessment Methodology

Questionnaire / Ability Test	Comparison Group
Graduate/University Inductive Reasoning UKE	General Population 2007
Graduate/University Numerical Reasoning UKE	General Population 2006
Graduate/University Verbal Reasoning UKE	General Population 2006
Verify - Deductive Reasoning (2013) UKE	Verify DR General Population

Person Detail Section

Name	Sample Candidate
Report	Verify Ability Test Report v1 ^{TC}

About This Report

This report shows the result(s) obtained from ability test(s). The use of these tests is limited to those people who have received the necessary training in their use and interpretation.

The report herein is generated from the results of test(s) answered by the respondent. This report has been generated electronically - the user of the software can make amendments and additions to the text of the report.

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