REPORT QUEST BUSINESS REASONING TEST
Verbal & Numerical Data

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the british psychological society

PTC
Registered Test

Quest Partnership
Business Psychologists

Quest Business Reasoning Test Report

This report provides the results from Sam Sample's Quest Business Reasoning Test. The test assesses the skills in understanding business information. It first presents the overall test performance – business reasoning. But there are two main areas:

Business Verbal Data: How well Sam Sample has understood the business written information. This is often referred to as verbal critical reasoning. It looks at the ability of the candidate to accurately assimilate and correctly understand the written business information.

Business Numerical Data: How well Sam Sample has understood the business data. This is often referred to as numerical critical reasoning. It includes understanding business numerical information and being able to do the correct calculations to work out answers. But it also includes the ability to assimilate non-numerical business data as well, such as identifying relationships and understanding the real meaning of data.

Indeed, both types of questions, whether they are verbal or numerical based, will be assessing the ability to fully understand the business information. Therefore, both sets of questions will include assessing elements of deductive and inductive thinking skills.

This is the first test that combines both verbal and numerical together. We have done that, as it reflects the real world of work handling business information. Although verbal and data reasoning skills tend to be correlated, for some individuals, they tend to be stronger on one. Therefore, the results for these two areas are also presented separately. The scores for Verbal and Numerical are reliable and can be used to support selection if the job analysis has indicated that Verbal or Numerical skills are very important for the role. Otherwise, use the Total Test Score to understand their overall Business Reasoning ability. This score is extremely reliable i.e. based on 24 adaptive questions.

The skills assessed by this test are very important for management and professional roles. Indeed, this test will be most suitable for roles where there is a need to effectively assimilate business information.

The results are compared against the norm group *Working Population* – A large group of professionals and managers. Educationally, most have a degree or a second degree. Most are based in the UK. Data collected 2018 – present time. Norm table will be updated on an annual basis.

Total Test Result – Business Reasoning

Percentile	1 5 10 20 30 40 50 60 70 80 90 95 99	**79**
Grade	E D C B A	**B**
T-score	30 35 40 45 50 55 60 65 70	**58**
Sten	1 2 3 4 5 6 7 8 9 10	**7**

No. Correct	22	No. Attempted	27
Adaptive Raw Score	12.91	Hit Rate	81% (22/27)

Their result is better than 79% of the people in this group.

This suggests that they will display an above average level of ability in understanding business information.

Time Taken

Sam Sample took 60 minutes to complete the test.

This is much slower than most people.

Business Verbal Data Result

Percentile	1 5 10 20 30 40 50 60 70 80 90 95 99	**84**
Grade	E D C B A	**B**
T-score	30 35 40 45 50 55 60 65 70	**60**
Sten	1 2 3 4 5 6 7 8 9 10	**8**

No. Correct	12	No. Attempted	14
Adaptive Raw Score	7.22	Hit Rate	86% (12/14)

Their result is better than 84% of the people in this group.

This suggests that they will display an above average level of ability in understanding business written information.

Business Numerical Data Result

Percentile	1 5 10 20 30 40 50 60 70 80 90 95 99	**54**
Grade	E D C B A	**C**
T-score	30 35 40 45 50 55 60 65 70	**51**
Sten	1 2 3 4 5 6 7 8 9 10	**6**

No. Correct	10	No. Attempted	13
Adaptive Raw Score	5.69	Hit Rate	77% (10/13)

Their result is better than 54% of the people in this group.

This suggests that they will display an average level of ability in understanding business numerical data.

Possible Development Tips

Some possible tips and pointers to help the individual improve in these areas. However, one needs to bear in mind that these tests are assessing underlying skills and therefore, although one can can continue to improve their skills, it is not likely that one can improve dramatically.

General Preparation for Testing

Practice similar online tests to get familiar with what you have to do for your test.

Do not over-practice as that can be counter productive.

Make sure one is relaxed and get a good nights sleep prior to testing.

Business Verbal

Try to practice reading more complex written business information.

Buy a broadsheet newspaper at the weekends and read that.

Practice communicating complex written information to others.

Business Numerical Data

Take more of an interest in data generally inside and outside work e.g. when shopping work out good deals in terms of price per unit.

Likewise, do more real life numerical problem solving e.g. how many floor tiles do you need to cover your bathroom floor?

Study figures of data or graphs without reading the supporting text to see what you can understand; then read the supporting text to see how well you have interpreted the data.

At work find more opportunities to get involved in looking at business data.

When looking at business data see if you can spot relationships, patterns, or links.

Make sure you can use a calculator effectively e.g. check you can calculate percentages, ratios quickly and accurately.

Time Taken

Try not to take so long on questions. See if you can work at a faster pace without affecting your accuracy. Ensure you do not spend too long on any given question.

Technical Information

Percentile: The percentile is the comparative result (normative) that we can use to provide feedback. However, the word percentile may not be meaningful to lay people, so we need to convey it in terms that they will understand. For example, if you are conveying 80 percentile, you would state: You did better than 80% of this group of people who took the test.

Grade: A = top 10% – Well Above Average; B = next 20% – Above Average; C= middle 40% – Average; D = next 20% – Below Average; E = bottom 10% – Well Below Average.

T-Score: T-Scores are useful if you like to add up different tests to derive a total score for all the tests for your candidates. You cannot do this for percentiles, so always use T-scores if you want to do this.

Sten: The word is derived from Standard Ten, hence Sten, where the scale has 10 points. It is used to describe quantity i.e. Sten 1 has very little of the thing that the scale is measuring, and Sten 10 has a lot of it. Therefore, Sten scales are used for personality instruments, but can also be useful for ability tests. Therefore, we also provide the Sten score.

Hit Rate: is a measure of accuracy. It is the number correct divided by the number of questions attempted.

Adaptive Raw Score: The test is adaptive in that it adapts to the candidate's level of ability. This approach presents more appropriate difficulty-level questions to the candidate and therefore reduces the number of questions needed to achieve a very accurate result. Our research has given every question a weighted score i.e. harder questions carry slightly more weight than easy questions. The adaptive raw score is the total of the weighted score from the correctly answered questions. Therefore, the higher the adaptive raw score the better the score.

Time Taken: The time taken to complete the test is also presented along with information on how quickly the candidate worked compared against most people. Most Verbal and Numerical Critical Reasoning Tests are speeded (i.e. with tight time limits) and therefore quite a few people do not manage to finish these tests. This test is not speeded and most candidates will typically finish all the questions. As our test is not speeded it measures the realistic ability required for work settings more accurately. We believe that this is the correct approach as there are many roles where having the ability to work accurately is vital. The job does not need them to work extremely quickly therefore the test should reflect that. Having said that, the speed that someone works is still an aspect of their overall performance, so we also provide this information.