Ability

Verify Ability Test Report

Name:

Ms Sophie Sample
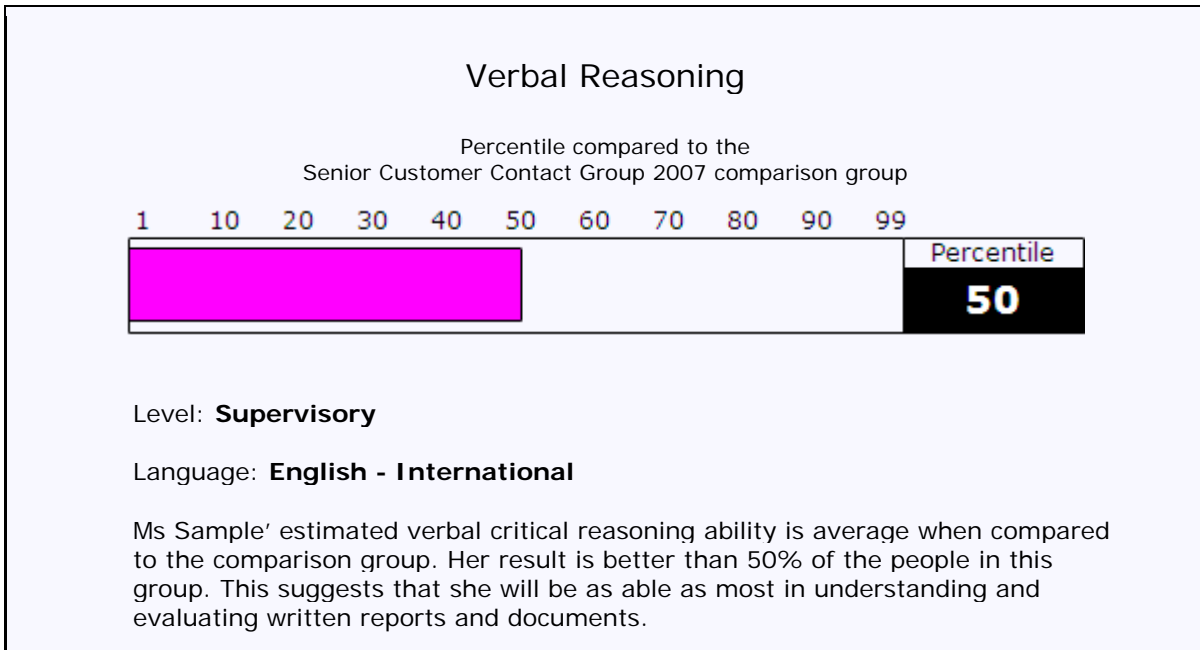
Date

16 October 2018
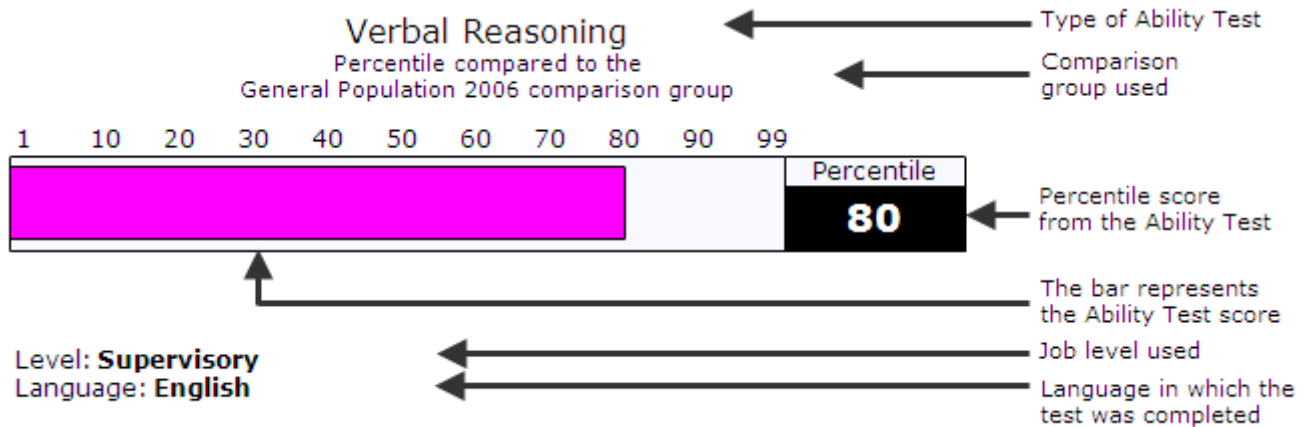
> **Ability Test Report**
>

This Ability Test Report provides the scores from Ms Sophie Sample's Verify Ability Test. If this test was unsupervised, there is a small possibility that the score does not represent her actual level of ability.

Verbal Reasoning

Percentile compared to the
Senior Customer Contact Group 2007 comparison group

1	10	20	30	40	50	60	70	80	90	99		Percentile
												50

Level: **Supervisory**

Language: **English - International**

Ms Sample' estimated verbal critical reasoning ability is average when compared to the comparison group. Her result is better than 50% of the people in this group. This suggests that she will be as able as most in understanding and evaluating written reports and documents.

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: • 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

Verbal Reasoning
Percentile compared to the
General Population 2006 comparison group

← Type of Ability Test

← Comparison group used

| 1 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 99 |

Percentile
80 ← Percentile score from the Ability Test

← The bar represents the Ability Test score

Level: **Supervisory** ← Job level used
Language: **English** ← Language in which the test was completed

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.
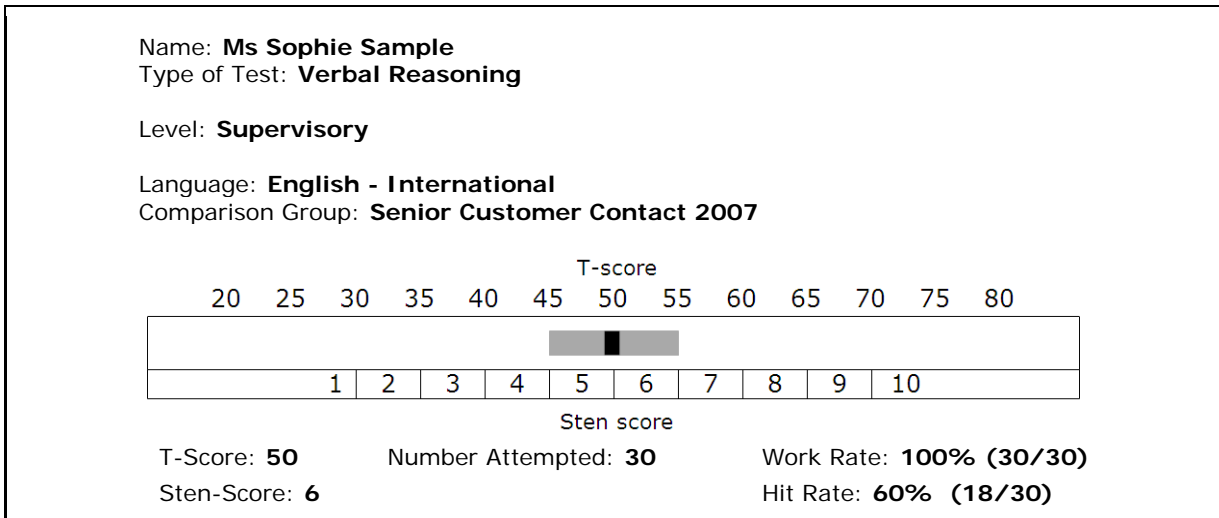
More Information

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: **Ms Sophie Sample**
Type of Test: **Verbal Reasoning**

Level: **Supervisory**

Language: **English - International**
Comparison Group: **Senior Customer Contact 2007**

T-score

| 20 | 25 | 30 | 35 | 40 | 45 | 50 | 55 | 60 | 65 | 70 | 75 | 80 |

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |

Sten score

T-Score: **50**   Number Attempted: **30**   Work Rate: **100% (30/30)**
Sten-Score: **6**   Hit Rate: **60% (18/30)**

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; an individual with a lower hit rate may achieve a higher percentile score and vice-versa.

ASSESSMENT METHODOLOGY

Questionnaire / Ability Test	Comparison Group
Supervisory Verbal Reasoning UKE	Senior Customer Contact Group 2007

Name	Ms Sophie Sample
Report	Verify Ability Test Report v2.0

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.

SHL Global Management Limited and its associated companies cannot guarantee that the contents of this report are the unchanged output of the computer system. We can accept no liability for the consequences of the use of this report and this includes liability of every kind (including negligence) for its contents.

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