



Talent in Innovation.
Innovation in Talent.

SHL Verify Interactive: Report



Name

Ms Sample Candidate

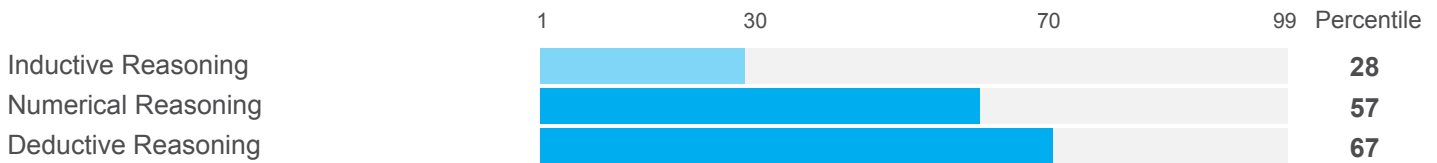
Date

22 February 2019

SHL Verify Interactive Report

This SHL Verify Interactive Report provides the scores from Ms Sample Candidate's SHL Verify Interactive Tests. If these tests were unsupervised, there is a small possibility that these scores do not represent her actual level of

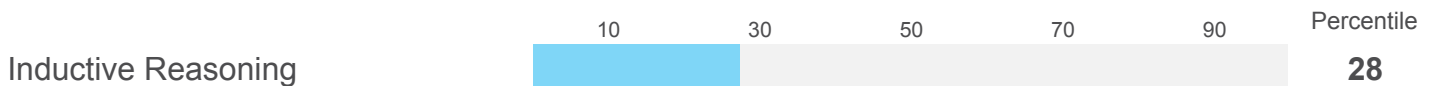
ability. Overview



Details

Inductive Reasoning

This test measures the ability to work with incomplete information and create solutions to novel problems from first principles. People who perform well on this test will have a greater capacity to think conceptually as well as analytically.



Language: English - US

Percentile compared to the Interactive Inductive Reasoning General Composite (INT) v1 comparison group

Ms Sample Candidate's estimated inductive critical reasoning ability is below average when compared to the comparison group. Her result is better than 28% of the people in this group. This suggests that she will have difficulty in understanding incomplete information and solving novel problems by creating solutions from first principles.

Numerical Reasoning

This test measures the ability to make correct decisions or inferences from numerical data. The data presented and the tasks set are relevant to a business environment. The emphasis in these tasks is on understanding and evaluating data rather than on computation. People who perform well on this test tend to have the capacity to understand numerical data and interpret mathematical information correctly.



Language: English - US

Percentile compared to the Interactive Numerical Reasoning General Composite (INT) v1 comparison group

Ms Sample Candidate's estimated numerical ability is average when compared to the comparison group. Her result is better than 57% of the people in this group. This suggests that she will be as able as most in understanding or interpreting numerical data and mathematical calculations as compared to the group.

Deductive Reasoning

This test is designed to measure the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information.



Language: English - US

Percentile compared to the Interactive Deductive Reasoning General Composite (INT) v1 comparison group

Ms Sample Candidate demonstrates average deductive reasoning ability compared to the comparison group. Her result is better than 67% of the people in this group. She can draw logical conclusions from available data and make sound arguments as well as most people who score in this zone. She has an average ability to solve problems effectively and identify underlying assumptions in arguments. At work, she should be able to use data and information as effectively as most others in developing solutions to problems. Like most other people in the comparison group, however, this person may require additional time or assistance to put together solutions for particularly complex problems.

Guidelines for using these results

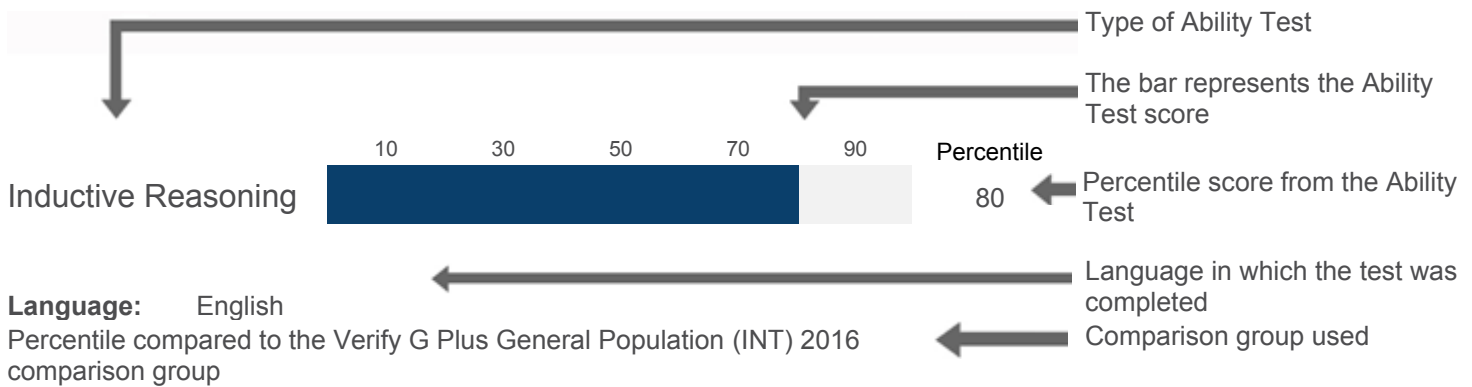
How to verify a result

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](https://www.shl.com).

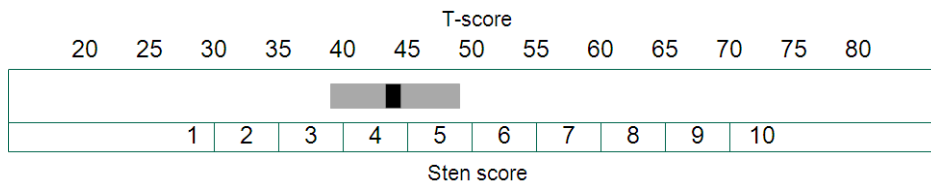
Technical information

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 Sample Candidate**
Type of Test: **Inductive Reasoning**

Language: **English - US**
Comparison Group: **Interactive Inductive Reasoning General Composite (INT) v1**

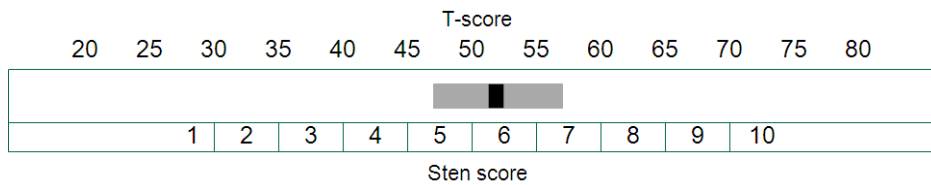


T-score: **44**

Sten-Score: **4**

Name: **Ms Sample Candidate**
Type of Test: **Numerical Reasoning**

Language: **English - US**
Comparison Group: **Interactive Numerical Reasoning General Composite (INT) v1**

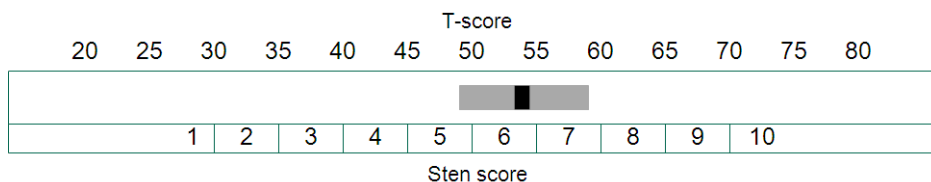


T-score: **52**

Sten-Score: **6**

Name: **Ms Sample Candidate**
Type of Test: **Deductive Reasoning**

Language: **English - US**
Comparison Group: **Interactive Deductive Reasoning General Composite (INT) v1**



T-score: **54**

Sten-Score: **6**

Assessment Methodology

| Questionnaire / Ability Test | Comparison Group |
|---|--|
| TC_Verify_Interactive_Inductive_Reasoning_USE | Interactive Inductive Reasoning General Composite (INT) v1 |
| TC_Verify_Interactive_Numerical_Reasoning_USE | Interactive Numerical Reasoning General Composite (INT) v1 |
| TC_Verify_Interactive_Deductive_Reasoning_USE | Interactive Deductive Reasoning General Composite (INT) v1 |

Person Detail Section

| | |
|--------|-------------------------------|
| Name | Ms Sample Candidate |
| Report | SHL Verify Interactive Report |

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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