QUEST - BUSINESS REASONING TEST

We are delighted to introduce our new Business Reasoning Test. Over the years we have been producing innovative new psychometrics solutions and we thought it was time to provide a better Verbal and Numerical Testing solution. So, we have done our research and developed our Quest Business Reasoning Test. You may wonder what is different and special about our Business Reasoning Test?

A COMBINED TEST

People at work deal with business information as a whole, so for example, they are not typically presented with just a numerical problem in total isolation. Therefore, our test comprises three realistic sets of business information and there will be a mix of verbal reasoning and numerical reasoning questions within each set. We do NOT present two separate verbal and numerical tests. This reflects and simulates the real work situation and requirements much better.

Measures what is Important

The two key measures are Verbal Critical Reasoning and Numerical Critical Reasoning. However, within these are elements of deductive reasoning and inductive reasoning. For example, can the candidate identify the links/ relationships between the data – which is not simply verbal or numerical reasoning. These skills are vital for higher level performance.

Adaptive Testing

The test has been designed as an adaptive test. What this means is that the test adapts to the test takers' abilities i.e. if they are struggling, they will get slightly easier questions, and if they are doing very well, they will get slightly harder questions. This adaptive approach allows us to achieve a very accurate assessment with fewer questions.

Weighted Questions

With traditional testing, you get one point for each question answered correctly i.e. every question is worth the same, so the scoring is very simplistic. Our logic tells us that test publishers have always been scoring things up the wrong way! Harder questions should be worth slightly more and easier questions should be worth slightly less. So we apply weighted scoring. This provides is with a more useful and meaningful result. It also complements the adaptive testing approach and allows us to provide a very useful feedback report.

Non-Speeded Test

Literally all verbal and numerical tests are speeded tests i.e. you have to work quickly in order to get a good test score. However, the reality is that there are many jobs where we will be happy if they do not rush to finish the test, but to go at a more steadier pace and focus on getting the questions correct. Therefore, it is likely that the speeded nature of these tests is not really assessing the true requirements of jobs. Indeed, one can argue that some decent candidates who are working a bit slower have been discriminated against with these speeded tests. This is because we focus just on their percentile score which might not look that high. We do not bother to check that they actually got all of the 12 questions they attempted correct! Therefore, our test is not speeded, so the test will not cut them off too early as in most traditional verbal and numerical critical reasoning tests. However, the time taken to complete the test is a useful additional performance measure and we will provide this. Typically, most candidates complete the test in about 35 minutes.

ONE TEST - SUITABLE FOR MANY ROLES

The skills assessed by this test are very important for management and professional roles. With the adaptive testing approach, and Weighted Scoring approach, the test is very suitable for most roles including graduate recruitment, technical roles, management, and senior management appointments. One just need to use the most appropriate norm group.

THE REPORT PRESENTS 3 RESULTS:

1. **The Total Test Score** – Business Reasoning. This is total test score and therefore covers verbal, numerical, and elements of inductive and deductive reasoning.
2. **Business Verbal Test Score** – How well has the individual 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.
3. **Business Numerical Test Score** – How well has the individual 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 nonnumerical business data as well, such as identifying relationships within data and understanding the real meaning of data.

Although verbal and data reasoning skills tend to be correlated, for some individuals, they tend to be stronger on one. 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 as this score is extremely reliable i.e. based on 24 adaptive questions. Then use the supporting Verbal and Numerical results to check if they may be stronger or weaker in one of these areas.
We hope that you will find the Quest Business Reasoning Test useful. Let us know what you think.

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