

A GUIDE FOR HIRING TEAMS

Signals **Verbal Reasoning**: understanding the written information work runs on

A verbal reasoning assessment built on realistic workplace passages, in a familiar reasoning-test format redesigned to preserve its predictive signal in an AI-enabled world.

Workplace passages, no prior knowledge

AI-resilient by design

Mobile-first



An assessment is only useful if candidates **aren't cheating**

⚠️ Legacy formats weren't built for this

Static questions, fully visible on screen, with generous timings: one screenshot into a chatbot returns a plausible answer in seconds. These formats were sound when they were designed. The environment around them has changed.

❓ The score stops describing the candidate

If candidates can paste a passage into a chatbot, it becomes harder to know whether a score reflects their own verbal reasoning. The assessment still produces numbers; it just no longer tells you what you bought it to tell you.

📈 The damage concentrates at the top

In high-volume graduate, apprentice and early-careers intakes, successful cheaters cluster among the highest scorers, precisely where offers are decided. Even a small number can reshape a shortlist and crowd out stronger independent candidates.

Candidates now have AI at their fingertips, and reading comprehension is exactly what language models do best. The question for every recruiter is simple: how do you preserve the value of a verbal assessment when the reasoning can be outsourced?

🔄 A response to the vulnerability, not a reinvention

You keep measuring the verbal reasoning that matters in almost every role:

- ✓ Reading and understanding written information quickly
- ✓ Separating what a passage states from what it implies
- ✓ Drawing sound conclusions from the text alone

The format stays recognisable and defensible. What changes is how hard it is for AI to sit the test instead of the candidate.

A PROVEN TRACK RECORD

Organisations including **Eversheds Sutherland**, **S&W**, **GSR** and **Houlihan Lokey** already assess with Test Partnership.

The comprehension behind sound decisions

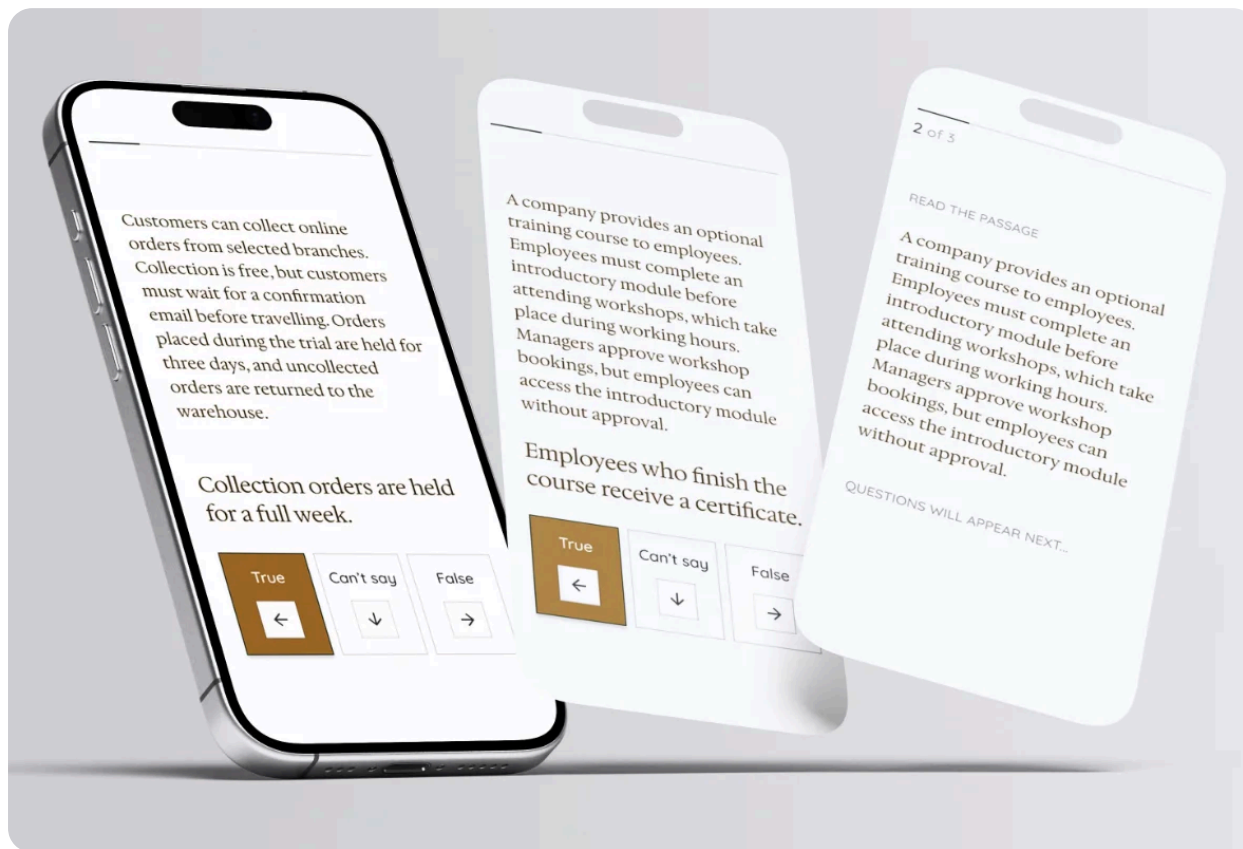
Adaptive (CAT)

True · False · Cannot say

Percentile scored

Any device

WHAT CANDIDATES SEE



Candidates read short passages drawn from realistic workplace contexts and judge what follows from them. No subject knowledge is required and every answer is contained in the text, so scores reflect capability, not prior education.

Built for the modern workplace

Passages reflect the material people actually read at work: briefings, policies, reports and correspondence. Fair to graduates, apprentices and experienced hires from any background.

What it measures

Identifying what a passage states, what it implies and what it leaves open; evaluating arguments on the evidence given; and reaching an accurate conclusion from the text alone.

Norm groups available

Percentiles against the comparison group you choose, including graduate, professional and sector-specific norms. Norm groups stay fixed once created, so interpretation never drifts.

One stem, four questions, **one at a time**

Every testlet follows the same rhythm: read first, then answer. The format stays recognisable to anyone who has used established reasoning tests, while changing how much of it can ever be captured at once.

1

Review the stem

A short workplace passage appears alone, with time to read and understand it before any question is shown.

2

Answer, one by one

Four statements about that passage are presented individually and in sequence. No previewing ahead, no going back.

3

Short, per-question timers

Each statement has its own short limit. The passage stays visible throughout: reasoning under pace, never memory.

4

The test adapts

The next testlet matches the candidate's estimated ability, drawn from a growing bank. No two sittings look the same.

Quick, mobile-first, low burden

Completed quickly on the candidate's own device, instructions built in. Short sittings leave room for numerical or behavioural assessment.

Familiar where it matters

Candidates read a passage and judge each statement true, false or cannot say, a format recognisable from established verbal tests, so instructions stay light.

INSIDE A TESTLET



Designed to preserve the signal

🛡️ Two protections, applied deliberately

Three design features protect an assessment from AI assistance: dynamic formats, short time limits and information fragmentation. Signals applies the second and third, keeping a familiar test format. Our game-based MindmetriQ™ suite adds the third, a fully dynamic format, where maximum resilience matters.

✂️ Fragmented by design

One screenshot of a conventional test can capture a whole testlet. Here, questions are exposed one at a time under short timers, so obtaining outside help means capturing, transmitting and re-entering answers repeatedly, against the clock, for every question.

🗨️ Why it matters most for verbal

Text is the easiest content for AI to read and answer, so a static verbal test is the most exposed of all. In high-volume processes, even a few successful cheaters cluster at the top of the score distribution and crowd out stronger independent candidates. Protecting the upper tail protects the shortlist.

When an external tool does part of the reasoning, a score stops describing the candidate. Signals is built so that independent completion stays the more attractive strategy.

THE DELIBERATE MIDDLE GROUND

- **Conventional tests** are familiar, but static content, full visibility and generous timings leave them exposed.
- **Signals** keeps the familiar format and adds short timers, sequential exposure and adaptive delivery.
- **Gamified assessments** add dynamic, interactive formats: the most secure option in the range.
- **Adaptive delivery** and a growing testlet bank make leaked content, answer keys and walkthroughs close to worthless.
- **Layered controls**: candidate messaging and response-time analysis can sit alongside the assessment design itself.

No remote assessment is beyond AI assistance. Signals turns cheating into a disadvantage: a candidate who stops to consult AI falls behind one who simply answers. We monitor its resilience continuously as AI tools evolve.

Clear reporting, **defensible** science

Every assessment feeds a single, real-time dashboard, so hiring teams can see, compare and act on results the moment a candidate finishes.

-  **Real-time dashboard** with granular, user-level access controls, so the right people see the right candidates.
-  **Rank & compare:** sort and filter candidates against multiple role requirements at a glance.
-  **Narrative PDF reports:** downloadable candidate profiles with tailored structured-interview guides.
-  **Full data portability:** CSV and Excel exports of every score and overall job-fit.

Signals assessments are calibrated with the Rasch measurement model and delivered through computer adaptive testing, in line with British Psychological Society guidelines. Scores report as percentiles or STENs against fixed norm groups, and every question is monitored for fairness through ongoing differential item functioning analysis, with full support for extra time, screen readers, JAWS and NVDA.

"One of the ways we identify potential in our early careers programmes is by using Test Partnership's numerical and verbal ability assessments. These tests help us quickly narrow down large applicant pools and focus on candidates most likely to succeed. The platform is easy to use, and their team provides excellent support whenever needed."

Elma Jane Castillo · Early Careers Lead, S&W

