

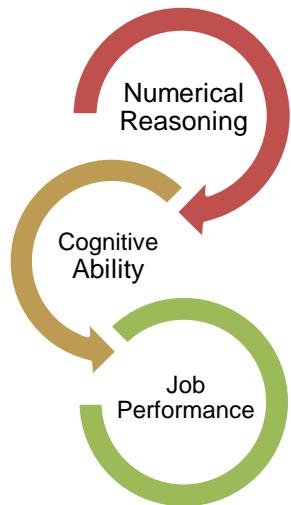
# Insights™ Numerical Fact Sheet

## Overview

Numerical reasoning is the ability to understand, interpret and logically evaluate numerical information. Numerical reasoning is a major facet of general cognitive ability, the strongest overall predictor of job performance (Schmidt & Hunter, 1998). As a result, numerical reasoning tests are powerful predictors of performance at work, especially in combination with other aptitude tests.

Individually, numerical reasoning tests are useful predictors of performance in any role requiring proficiency with numerical information. In combination with other aptitude tests, numerical reasoning tests become useful predictors of performance in any role, at any level.

Insights Numerical contains 15 questions and takes around 12-15 minutes to complete. It is suitable for all job levels, and comes with two norm groups: Graduates, Professionals, Managers and Executives; and Administrative, Operational, Apprentice and Non-graduate staff.



## Key Features

### Autonomy and Accessibility

- ✓ Accessible to candidates and clients 24/7.
- ✓ Unlimited users permitted.
- ✓ Fully-autonomous client reporting.

### Results and Reporting

- ✓ Automatic PDF report generation.
- ✓ Norm-referenced scores.
- ✓ Easy to interpret results.

### Candidate Experience

- ✓ Client branding options available.
- ✓ Easy to use candidate portal.
- ✓ Difficulty targeted to candidate's ability.

### Test Security

- ✓ Large item banks to limit cheating.
- ✓ Test is unique for each candidate.
- ✓ Suitable for supervised and remote testing.

### Pricing and Costs

- ✓ Straightforward, pay-as-you-go pricing.
- ✓ Unlimited use option available.
- ✓ No hidden costs.

### Accuracy and Precision

- ✓ Advanced Item Response Theory (IRT) protocol.
- ✓ Computer Adaptive Testing technology.
- ✓ Market-leading psychometric properties.

### Support and Advice

- ✓ Psychologists on-hand to support.
- ✓ LiveChat function for real-time support.
- ✓ Knowledgebase support library.

### Legal Defensibility

- ✓ Passed adverse impact analyses.
- ✓ Diverse norm groups.
- ✓ Extra time and adjustments available.



## Benefits of Numerical Reasoning Tests

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**Increased Performance:** Aptitude tests are among the most powerful predictors of job performance. Therefore, incorporating numerical reasoning tests into your selection process will increase the quality of new hires. This is because numerical reasoning tests greatly increases selection processes validity, providing a considerable return on investment.



**Reduced Hiring Costs:** Interviewing candidates is a lengthy and expensive process (due to lost working hours), especially if multiple interviewers are involved. Numerical reasoning tests are ideal first stage selection tools, ensuring that only high potential candidates progress to the interview stage.



**Reduced Employee Turnover:** Low performing employees rarely stay for long, resulting in high employee turnover. As a result, ensuring that employee capabilities are matched with organisational demands is essential. Numerical reasoning tests are an ideal method of screening candidates, ensuring they have the capability to perform to the required standard.

**Increased Objectivity and Fairness:** Unstructured interviews are notoriously unreliable selection tools, reducing the objectivity and fairness of the selection process. Adding a numerical reasoning test provides an objective predictor of performance, levelling the playing field for all candidates.

## Adaptive Testing Protocol

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Our computer adaptive numerical reasoning tests automatically adjust their difficulty to the performance of the candidate. Questions of appropriate difficulty are drawn from a large databank of questions. This adaptive technology vastly increases the accuracy of the test and it also improves the candidate experience. Candidates are given questions they will find challenging, but not daunting or overwhelming.

Developing adaptive tests require tens of thousands of test takers for calibration, along with an advanced knowledge of modern psychometric testing theory. Because of this, few other organisations have the resources and psychometric expertise to develop computer adaptive tests at this level.

## Bespoke Numerical Reasoning Tests

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Medium to large organisations might want to consider a bespoke testing service with customised questions and customised candidate portal for strong on-brand candidate experience. Test Partnership has the in-house expertise to develop and publish bespoke online assessments to meet any selection or development need.



For example, a financial services firm may want a numerical reasoning test consisting entirely of financial or economic style questions. Or an accountancy may only want questions related to auditing. Because numerical reasoning tests often serve as first-stage recruitment tools, ensuring candidate buy-in is essential. Please contact us directly to discuss bespoke testing options.

## Contact Us

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For more information or a free test trial, please contact us on 02032 900 972 or email us at [info@testpartnership.com](mailto:info@testpartnership.com).