

Assessment Date: 25 June 2019

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# Simone Sample

Concepts Critical Thinking



## Report Information

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This report has been generated using results from the Test Partnership Concepts Critical Thinking assessment, which evaluates the ability to interpret and work with complex, but incomplete data. Research suggests that aptitude tests are strong predictors of job and training performance.

The information contained in this report is confidential and should be stored securely.

Due to the way people's abilities may change over time, the information in this report is likely to remain valid for up to 24 months after taking the assessment.

## Adaptive Tests

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This is an adaptive test, which means the difficulty of the test automatically adapts to the candidate's ability as each question was answered. A correct answer causes the next question to be more difficult, and an incorrect answer causes the next question to be slightly easier. The score weighting of each question is determined by its difficulty, so difficult questions are worth more than easier questions.

Adaptive tests are more accurate than traditional fixed-form tests in which everyone sees the same questions. Adaptive tests also give better candidate experience because they take less time, and avoid showing questions which are way too hard or way too easy for the candidate. Our adaptive tests automatically pick questions from a large bank of questions of varying difficulty, to effectively make each test tailored to the candidate. It is unlikely that any two candidates will experience exactly the same set of questions, which helps us control over-exposure of questions and increases test security.

### Disclaimer

This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output. If the test was completed without supervision, the identity of the test-taker cannot be guaranteed.

Test Partnership accept no liability for the consequences of the use of this report.

# About This Test

This assessment measures the ability to conceptualise, apply, analyse, and evaluate information in order to reach a meaningful conclusion.

Critical thinking assessments are powerful predictors of future performance in roles that involve working with highly complex written or spoken information.

Test Partnership  
Page 2 of 5  
Time remaining for this page: 01:32

Equity risk premiums are a central component of every risk and return model in finance and are a key input in estimating costs of equity and capital in both corporate finance and valuation. Given their importance, it is surprising how haphazard the estimation of equity risk premiums remains in practice. We begin this paper by looking at the economic determinants of equity risk premiums, including investor risk aversion, information uncertainty and perceptions of macroeconomic risk.

Risk produces stress	True
Higher risks cost more in premiums	Cannot say
Uncertainty causes higher premiums	Cannot say
Risk premiums are estimated based on historical data	False

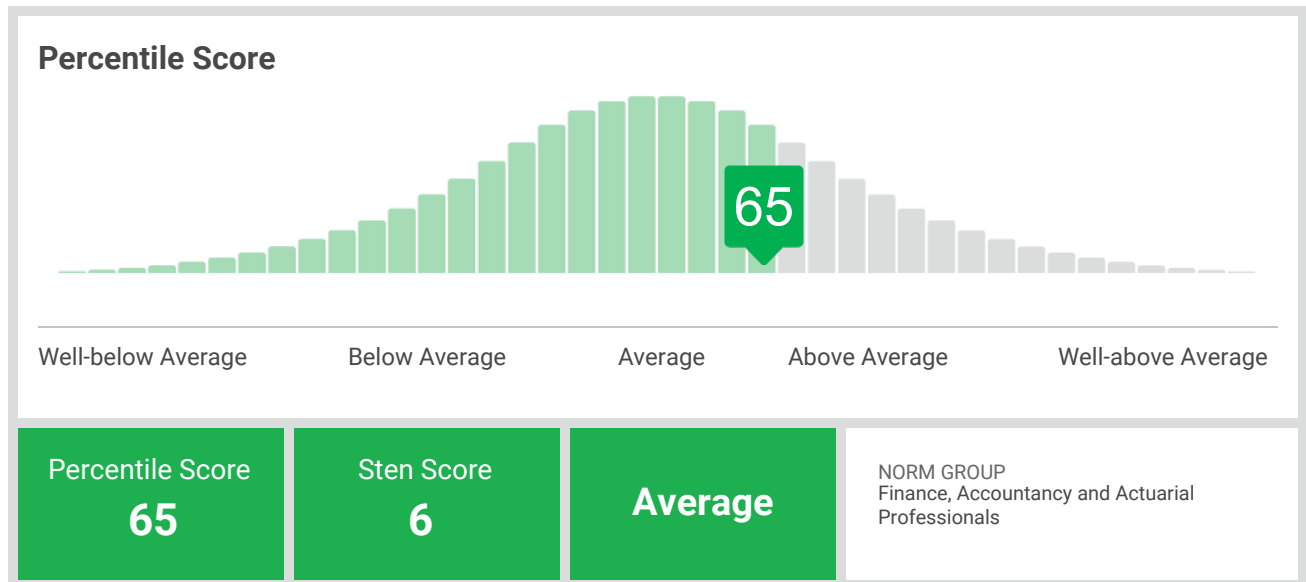
Next

Research shows that critical thinking tests rank among the strongest predictors of performance in moderate-high complexity work, and there are three key reasons for this.

Firstly, those scoring highly on critical thinking tests acquire job knowledge faster and more effectively, especially in highly qualitative fields. They also retain more information and apply that information more effectively than those who score lower on critical thinking tests, boosting overall job performance. Secondly, critical thinking is essential to complex qualitative problem solving. Those scoring highly on critical thinking tests are better equipped to recognise, understand, and solve complex qualitative problems. Lastly, critical thinking is a key facet of general cognitive ability, the strongest predictor of job performance known. When combined with other ability tests, critical thinking tests help gauge a candidate's overall cognitive ability, essential to acquiring knowledge and solving problems more generally.

# Assessment Results

Simone Sample's performance on this test indicates an ability which is higher than 65% of the 697 Finance, Accountancy and Actuarial Professionals in the comparison group.



## Simone Result Description

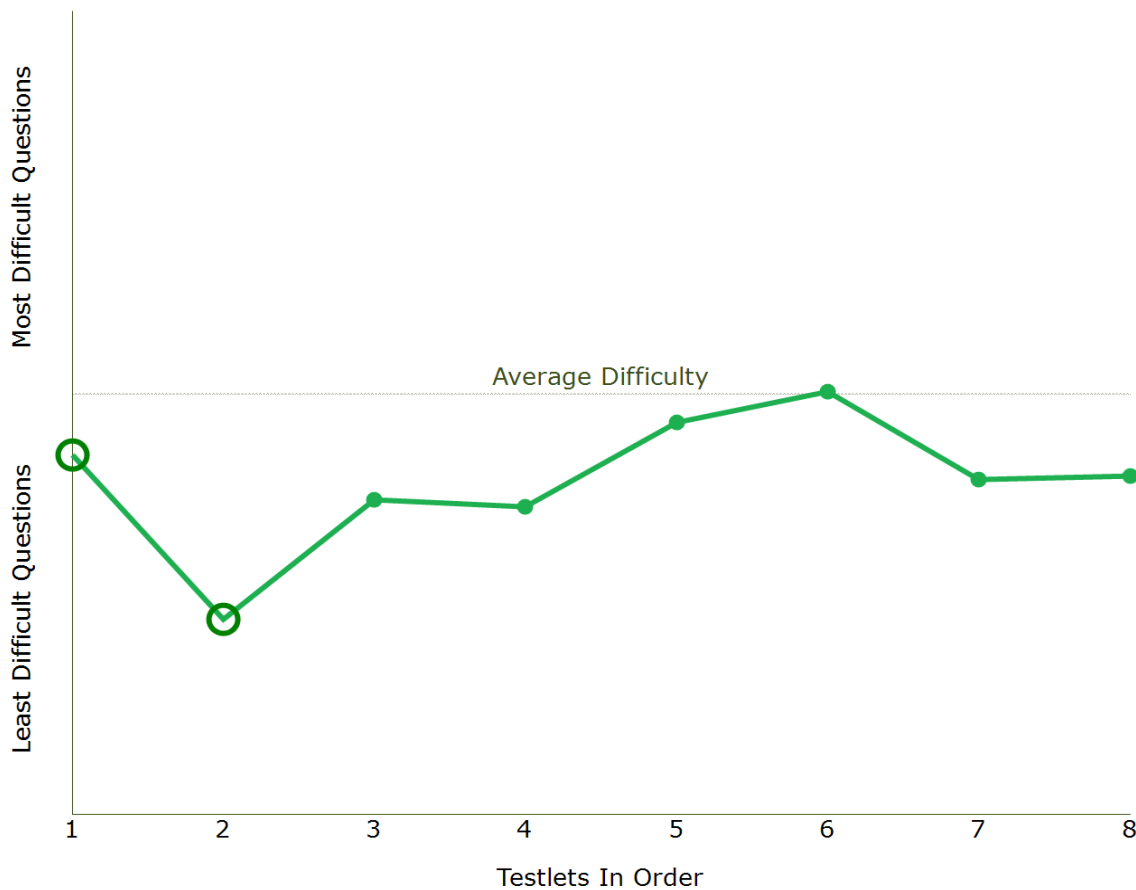
Compared to the chosen reference group, Simone's performance on this critical thinking test indicates an average level of critical thinking ability. Individuals that score within this range on critical thinking are likely to perform as well as most people in roles that involve a considerable amount of judgement and decision making.

The norm group used to generate this report was Finance, Accountancy and Actuarial Professionals which contains the scores of 697 Finance, Accountancy and Actuarial Professionals. If an alternative norm group were used, the revised percentile scores would be as follows:

- Administrative and Secretarial Professionals : 66
- Engineering, Science and Technology Professionals : 67
- Executives and Senior Managers : 57
- First-Line Managers : 69
- General Population : 67
- Graduates : 60
- Health Professionals : 73
- Legal Professionals : 60
- Management Consultants : 67
- Middle Managers : 66
- Sales and Related Professionals : 65

# Difficulty Over Time

This assessment is adaptive, which means the difficulty of the questions asked automatically adapts to the candidate's performance. Candidates are given questions which are not too easy nor too hard. Hard questions are worth more marks than easy questions.



- On this question, the candidate appeared to take less than 5% of the allotted time to complete the question. This usually happens because the candidate submitted their response(s) without even looking at the question, but it's possible that the candidate was extremely quick.