

Assessment Date: 25 June 2019

Simone Sample

Insights Verbal



Report Information

This report has been generated using results from the Test Partnership Insights Verbal assessment, which evaluates the ability to interpret and work with verbal 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

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

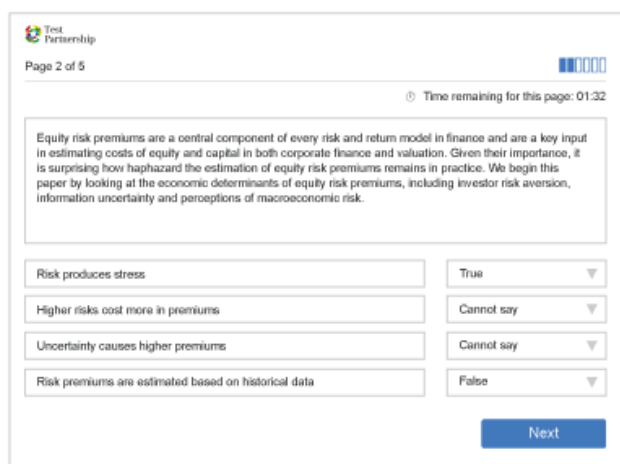
This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output. If the test was completed without supervision, the identity of the test-taker cannot be guaranteed.

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

About This Test

This assessment measures the ability to evaluate, reason, and conceptualise with words and sentences.

Verbal reasoning tests are powerful predictors of future performance in roles that involve working with complex written or spoken information.



The screenshot shows a test interface with the following elements:

- Top left: Test Partnership logo and "Page 2 of 5".
- Top right: A progress bar and a timer showing "Time remaining for this page: 01:32".
- Reading passage: "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."
- Table of statements and options:

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

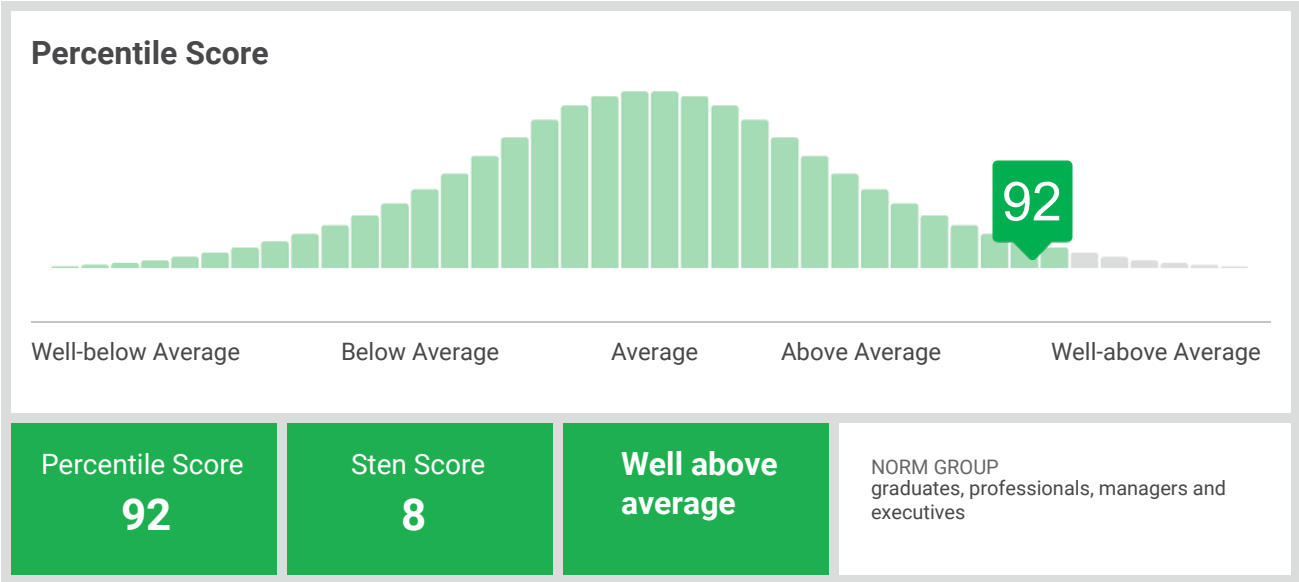
At the bottom right of the table is a blue "Next" button.

Research shows that verbal reasoning tests rank among the strongest predictors of performance in work with moderate to high complexity. There are three key reasons for this.

Firstly, those scoring highly on verbal reasoning tests acquire job knowledge faster and more effectively, especially in qualitative fields. They also retain more information and apply that information more effectively than those who score lower on verbal reasoning tests, boosting overall job performance. Secondly, verbal reasoning is essential to complex qualitative problem solving. Those scoring highly on verbal reasoning tests are better equipped to recognise, understand, and solve complex qualitative problems. Lastly, verbal reasoning is a key facet of general cognitive ability, the strongest predictor of job performance known. When combined with other ability tests, verbal reasoning 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 92% of the 3416 graduates, professionals, managers and executives in the comparison group.



Simone Result Description

Compared to the chosen reference group, Simone's performance on this verbal reasoning test indicates a well above average level of verbal reasoning ability. Individuals that score within this range on verbal reasoning are likely to perform very well in roles that involve a considerable amount of written or spoken information.

The norm group used to generate this report was graduates, professionals, managers and executives which contains the scores of 3416 graduates, professionals, managers and executives. If an alternative norm group were used, the revised percentile scores would be as follows:

Administrative, Operational and Non-graduate staff : 96
Apprentices, School Leavers and Entry Level staff : 97

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.

