



**Insights Verbal**

Simone Sample

20/12/2018

## 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.

When using this report, please remember that the results have been based solely on test performance, not directly-observed performance in the workplace.

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

The information in this report is likely to remain valid for up to 24 months after taking the test.

## Test Information

The test taken was an adaptive test, which means the difficulty of the test automatically adapted 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 better than traditional fixed-form tests at predicting a candidate's true ability, and it also means candidates don't waste time being asked questions which are too far above or below their level.

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

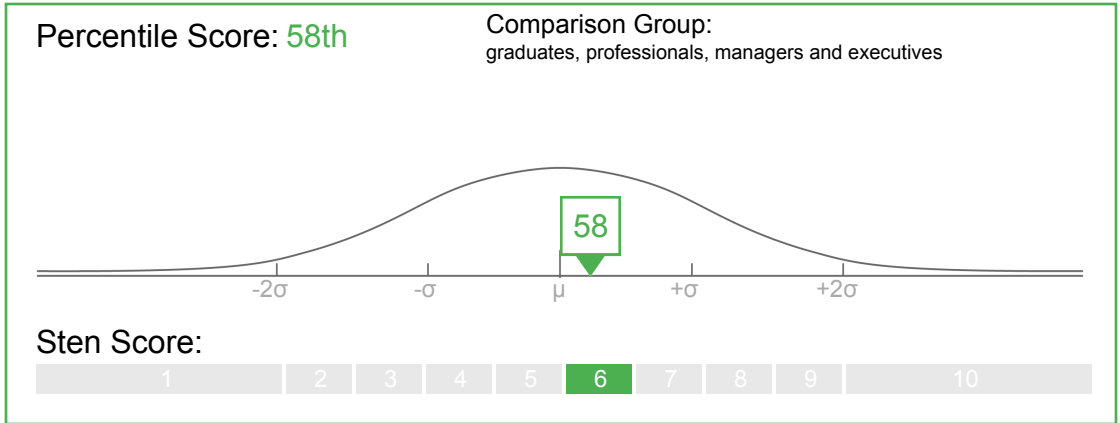
This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output.

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.

## Assessment Results

Simone Sample's performance on this test indicates an ability which is higher than 58% of the 3416 graduates, professionals, managers and executives in the comparison group.



### Percentile Score Explained

Results have been expressed as a percentile score, which show how the candidate performed relative to the comparison group. For example, the 10th percentile represents a score which is higher than 10% of the scores achieved by people in the comparison group. The 50th percentile represents a score which is higher than exactly half of the scores in the comparison group (i.e. the mean score of everyone in the comparison group).

### Simone Full Result Description

Compared to the chosen reference group, Simone's performance on this verbal reasoning test indicates a moderate level of verbal reasoning ability. Individuals that score in the average range on verbal reasoning are likely to perform as well as most people, when in roles that require a considerable amount of written or spoken focus. Simone is likely to be fairly comfortable following instructions, understanding documents and interpreting reports. When making decisions based on written or spoken information, Simone is likely able to evaluate the information presented and come to both sound and valid conclusions. This test is also a useful measure of general cognitive ability, which is a powerful predictor of workplace performance. Based on Simone's verbal reasoning score, Simone is likely able to tackle complex work more generally. Individuals with average levels of general cognitive ability may not suffer from capability issues in complex roles, not becoming overwhelmed by cognitive demands. Similarly, individuals with average levels of cognitive ability are likely to benefit from training programmes as much as most people. However, a range of aptitude tests should be considered to ascertain Simone's level of general cognitive ability.

### Simone Summary Result Description

- Simone shows an average level of verbal reasoning ability.
- Simone is as likely as most people to perform well in roles with a written or spoken focus.
- Simone is likely to have a reasonably extensive vocabulary.
- Simone is likely to perform as well as most people in complex roles.
- Simone is likely to learn workplace skills and related knowledge at a regular pace.
- Simone is no more likely than most people to suffer capability issues or to drop out.
- Simone is as likely as most people to have difficulty writing reports, documents or communications.



## Practical Recommendations

To further predict Simone's future performance, it is recommended that Simone's scores on a range of aptitude tests are considered, creating a more holistic picture of Simone's cognitive ability more generally. Also, personality questionnaires should be incorporated into the selection process, providing deeper insight into Simone's character. Lastly, a structured interview is recommended, testing Simone's work-relevant skills and knowledge in a structured and reliable way. If this test was conducted unsupervised, it is recommended that candidates of interest are re-tested in supervised conditions in order to verify that the scores produced during the online testing stage were in fact provided by the stated candidate.

## Norm Group

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, apprentice and non-graduate staff : 72

## Question Difficulty Over Time

The difficulty rating on the y-axis describes how "hard" or "easy" a question is, compared to all of our other questions. These ratings are assigned after trialling items on thousands of participants and applying Item Response Theory (IRT) calibration statistics.

