



# Insights Verbal

Simone Sample  
06/03/2017

# 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

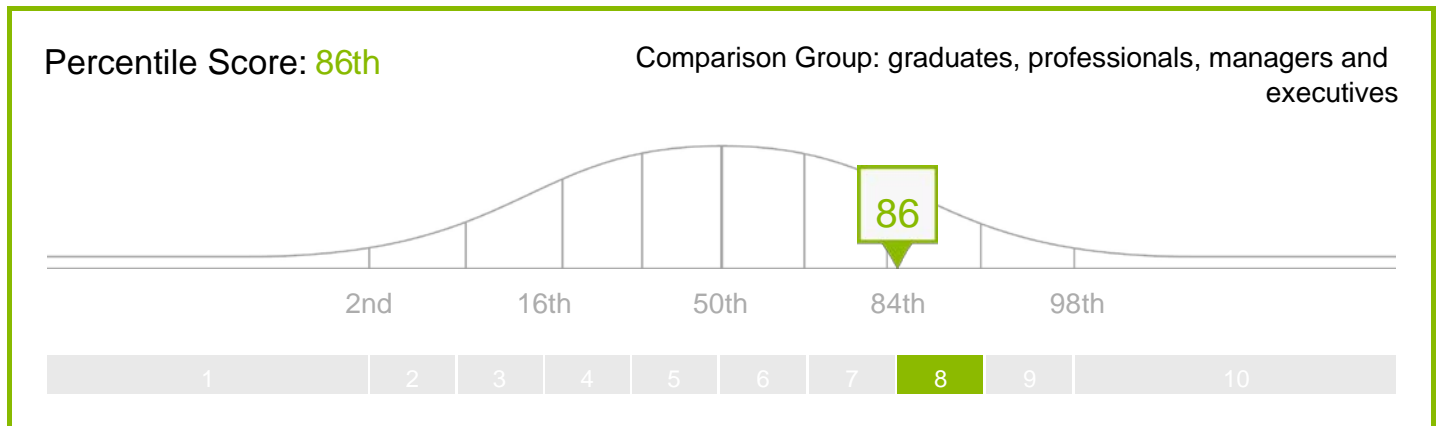
This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output.

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 86% of the 3,416 graduates, professionals, managers and executives in the comparison group.



### Percentile Scores 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's Full Result Description

Compared to the chosen reference group, Simone's performance on this verbal reasoning test indicates a high level of verbal reasoning ability. Individuals that score highly on verbal reasoning are more likely to perform well in roles with a considerable written or spoken focus. Simone is likely to have little difficulty following instructions, understanding documents and interpreting reports, feeling comfortable working with written information. When making decisions based on written or spoken information, Simone is likely to logically evaluate the information presented and come to both sound and valid conclusions.

As a useful measure of general cognitive ability, Simone's scores suggest a higher level of general cognitive ability, which is the most powerful predictor of workplace performance known. Therefore, based on Simone's verbal reasoning score, Simone is more likely to perform well in complex work more generally. Individuals with higher levels of general cognitive ability are less likely to suffer from capability issues in complex roles, not becoming overwhelmed by substantial cognitive demands. Similarly, individuals with higher levels of cognitive ability are more trainable, benefiting more from training programmes than most people. However, a range of aptitude tests should be considered to ascertain Simone's level of general cognitive ability.

### Simone's Summary Result Description

- Simone shows a very high level of verbal reasoning.
- Simone is likely to perform well in roles with a written or spoken focus.
- Simone is likely to have a broad and extensive vocabulary.
- Simone is likely to perform well in complex roles.
- Simone is likely to quickly learn workplace skills and related knowledge.
- Simone is less likely to suffer capability issues or drop out due to capability issues.
- Simone unlikely 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.

It is also recommended that candidates of interest are re-tested in-house, in order to verify that the scores produced during the online testing stage were in fact provided by the stated candidate. This also helps to determine whether other individuals may have been present during the online testing process, as an attempt to aid the candidate and thus compromise the validity of the results. Confirmation of candidate identity helps to ensure that the results produced are in fact indicative of the target candidate's ability and not of another individual entirely.

## 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 : 92