



Ability Test Report

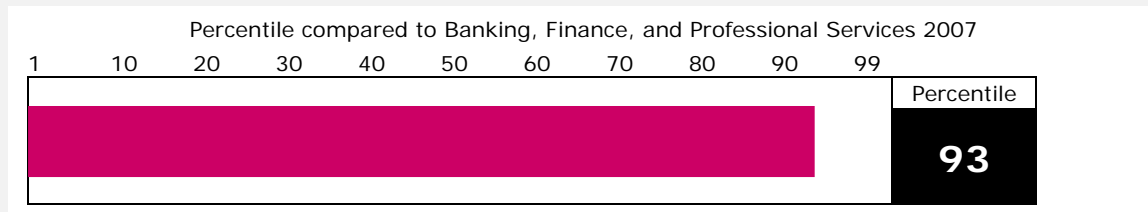
Name: **John Smith**
Date: 15 November 2007



> Ability Test Report

This Ability Test Report provides the scores from John Smith's Verify - Graduate/University Inductive Reasoning UKE, Verify - Managerial/Professional Numerical Reasoning UKE and Verify - Managerial/Professional Verbal Reasoning UKE. If these tests were unsupervised, there is a small possibility that these scores do not represent the individual's actual level of ability. **A Verification Test is recommended to verify these scores.** (See the next page for guidance.)

Graduate/University Inductive Reasoning UKE

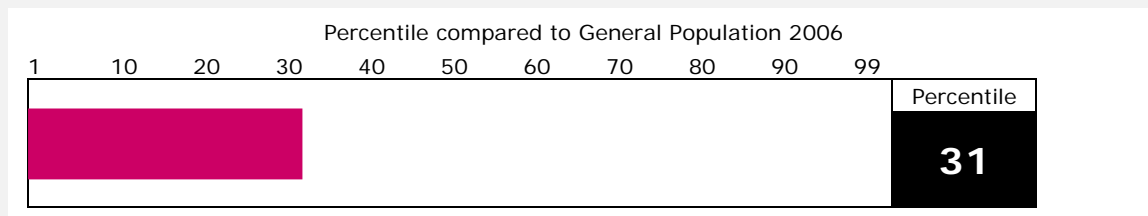


Language: **UK English**

John Smith's estimated inductive critical reasoning ability is well above average when compared to a Banking, Finance, and Professional Services 2007 comparison group. John's result is better than 93% of the people in this group. This suggests that John will display an exceptional level of ability in understanding incomplete information and solving novel problems by creating solutions from first principles.

If this test was administered without supervision, a Verification Test is recommended to determine if this result can be used with confidence.

Managerial/Professional Numerical Reasoning UKE

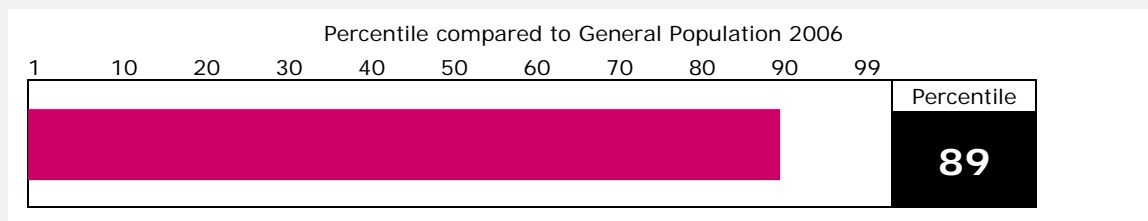


Language: **UK English**

John Smith's estimated numerical critical reasoning ability is average when compared to a General Population 2006 comparison group. John's result is better than 31% of the people in this group. This suggests that John will be as able as most in understanding or interpreting numerical data and mathematical calculations as compared to the group.

If this test was administered without supervision, a Verification Test is recommended to determine if this result can be used with confidence.

Managerial/Professional Verbal Reasoning UAE



Language: **UK English**

John Smith's estimated verbal critical reasoning ability is above average when compared to a General Population 2006 comparison group. John's result is better than 89% of the people in this group. This suggests that John will display a high level of ability in understanding and evaluating written reports and documents.

If this test was administered without supervision, a Verification Test is recommended to determine if this result can be used with confidence.

> Guidelines for using these results

If the results in this report were obtained from tests that were completed without supervision a Verification Test is recommended to confirm this individual's test results.

The Verification Test is shorter than the original Ability Test. It must be administered in a supervised setting and will determine if the result of the Ability Test is **Verified** or **Not Verified**. A Verified result can be used with confidence.

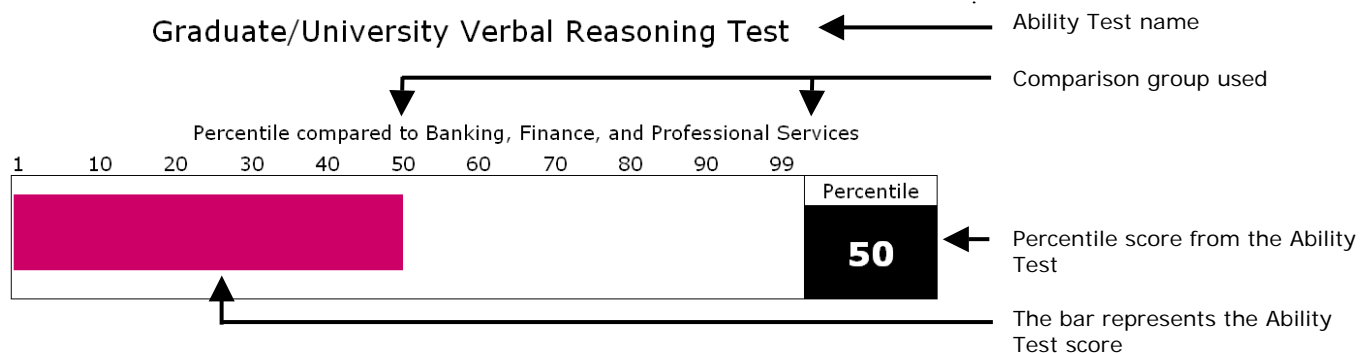
> How to verify a result

There are many ways to confirm an individual's ability level. Some techniques are listed below:

Administer a Verification Test	Administering a supervised Verification Test is the most consistent way to verify the original test results. This is strongly recommended.
Consider information from other competency assessments	Use results from other assessments that relate to the competencies and/or skills important for performance in the job to evaluate the person's actual ability level. For example work simulations, or assessment centres.
Use information from other sources	Results from examinations, qualifications, grades and other attainment tests that are appropriate measures of a person's verbal and/or numerical ability may help to evaluate the person's actual ability level.
Use structured interviewing techniques to probe related competencies	<p>Competencies related to cognitive ability include:</p> <ul style="list-style-type: none"> • Presenting & Communicating Information • Writing & Reporting • Applying Expertise & Technology • Analysing • Learning & Researching • Creating & Innovating • Formulating Strategies & Concepts

The final decision on how to confirm and use the person's test results should follow internal policies and guidelines. Companies should evaluate the risks involved, corporate policy/governance, the use of other screening and selection tools, time, cost and other factors. All of these may be important when deciding the most appropriate method to verify an individual's Ability Test results.

> Information about this report



How to interpret this information

- The **bar chart** displays the individual's percentile score from the Ability Test.
- The **comparison group** identifies the specific group of people this person's score is compared against.
- The **percentile score** indicates how well this person scored against the people in the comparison group.
- For example, a percentile score of 50 means that the individual performed better than 50% of the people in the comparison group.

About cognitive ability tests

Cognitive ability (numerical, verbal and other forms of critical reasoning ability) is the most effective, single predictor of future performance in many different jobs. However, many other factors also play an important role in predicting job performance. The information in this document should be used as part of a broader evaluation of this person's suitability and potential for the job.

About the inductive reasoning test

This test measures the ability to work with incomplete information and create solutions to novel problems from first principles. People who perform well on this test will have a greater capacity to think conceptually as well as analytically.

About the numerical reasoning test

This test measures the ability to make correct decisions or inferences from numerical data. The data presented and the tasks set are relevant to a business environment. The emphasis in these tasks is on understanding and evaluating data rather than on computation. People who perform well on this test tend to have the capacity to understand numerical data and interpret mathematical information correctly.

About the verbal reasoning test

This test measures the ability to evaluate the logic of various kinds of arguments. The information presented is relevant to a business environment. The test emphasises understanding, using and evaluating verbal information rather than language usage, spelling or grammar. People who perform well on this test tend to have the capacity to readily understand reports and documents.

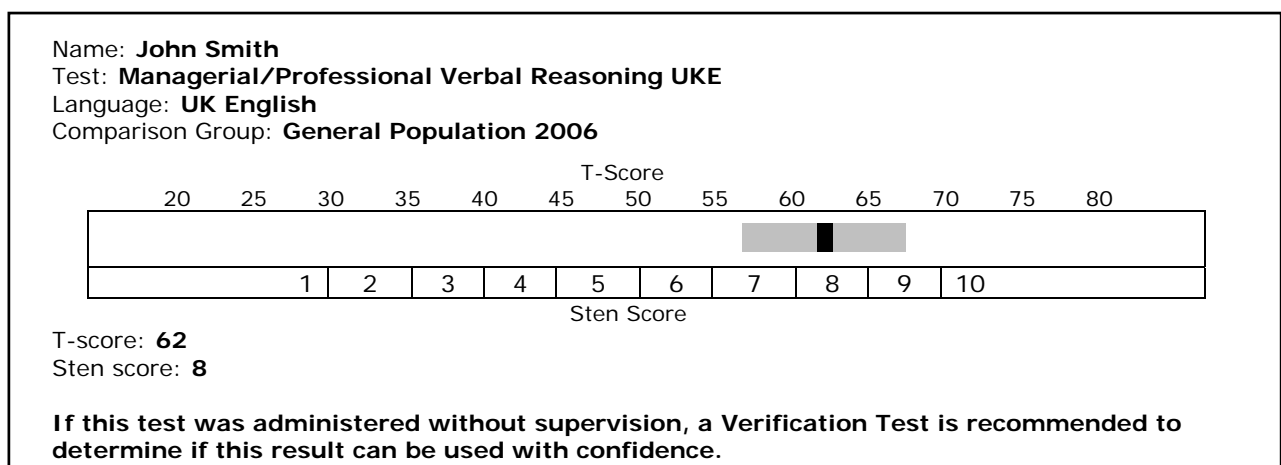
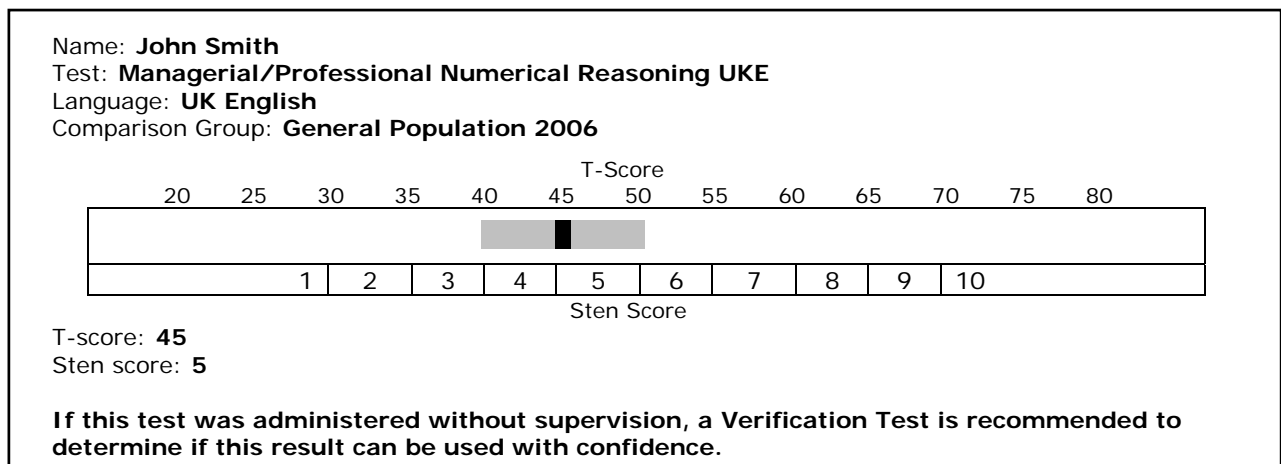
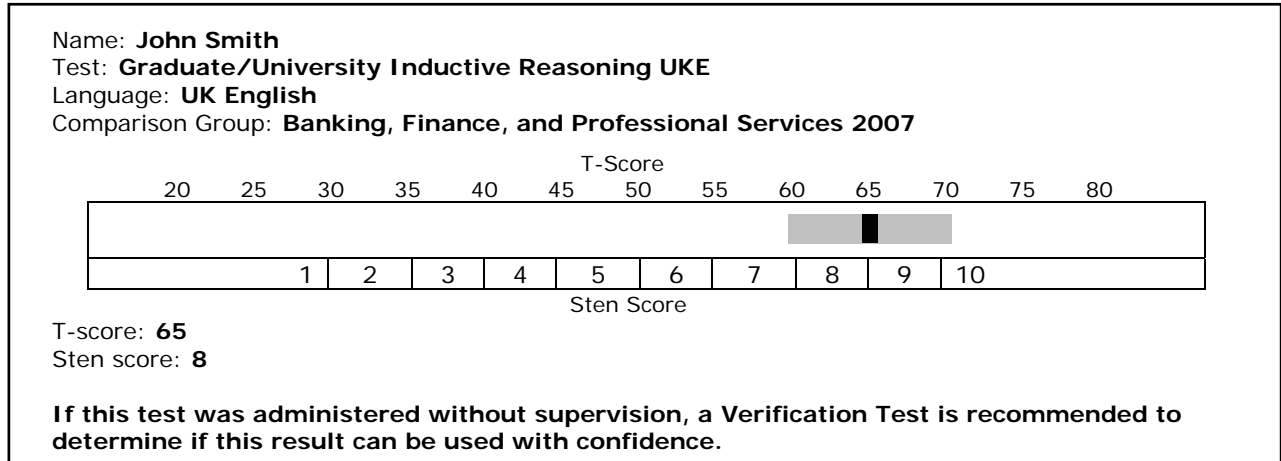
More Information

Additional information and guidance on how to use the SHL Verify™ range of Ability Tests is available online at www.shl.com.

> Technical information

T-scores and Sten scores are provided for users who are trained in their appropriate use and interpretation.

A T-score is a standardised test score with a mean of 50 and a standard deviation of 10. The Sten score is a standardised score on a 10-point scale. It has a mean of 5.5 and a standard deviation of 2.



> About this report

This report shows the results obtained from ability tests. The use of these tests is limited to those people who have received the necessary training in their use and interpretation.

The report herein is generated from the results of test(s) answered by the respondent. This report has been generated electronically - the user of the software can make amendments and additions to the text of the report.

SHL Group Limited and its associated companies cannot guarantee that the contents of this report have not been edited since being generated by the computer system. We can accept no liability for the consequences of the use of this report and this includes liability of every kind (including negligence) for its contents.

Verify – Ability Report version number: 1.1

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