



# Verification Report

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



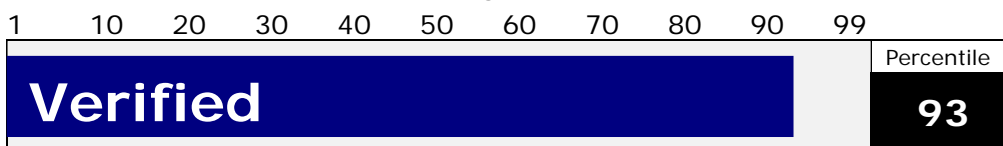
## > Verification Report

This Verification Report provides a confirmation of 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. It determines if the original Ability Test results can be used with confidence.

- A **Verified** result indicates that the original Ability Test score can be used with confidence.
- A **Not Verified** result indicates that the original Ability Test score could not be verified. Further action is recommended before using the original Ability Test score for decision-making.

### Graduate/University Inductive Reasoning UKE

Percentile compared to Banking, Finance, and Professional Services 2007

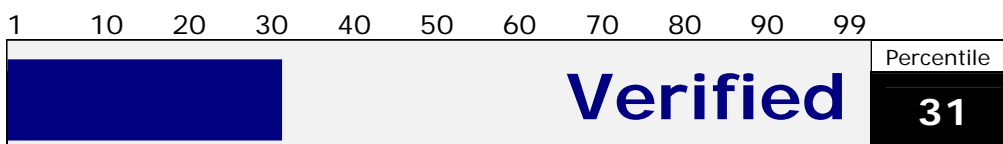


Language: **UK English**  
The original score has been verified.

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.

### Managerial/Professional Numerical Reasoning UKE

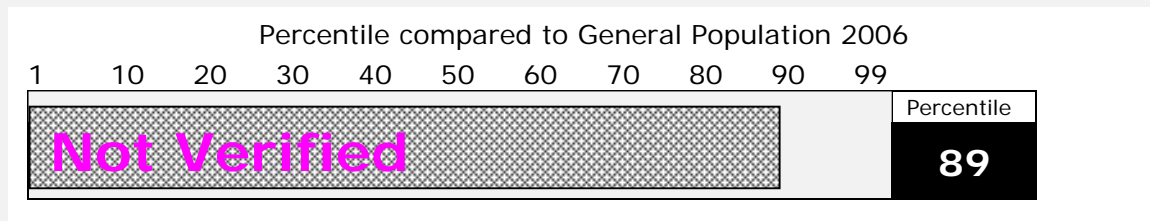
Percentile compared to General Population 2006



Language: **UK English**  
The original score has been verified.

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.

## Managerial/Professional Verbal Reasoning UKE



Language: **UK English**

The original score has **not been verified**. See next page for guidance.

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.

**This is Not Verified. See next page for guidance.**

## > Information about Not Verified results

A **Not Verified** result indicates that the comparison between the original Ability Test and the Verification Test is statistically significant. In this case the original Ability Test score is unlikely to be an accurate reflection of an individual's actual ability level. A Not Verified result should not by itself cause an individual to be eliminated from consideration.

There are several factors that may have influenced an individual's performance and caused inconsistent test results, including:

- The individual's emotional or physical well-being during the tests.
- Test anxiety, unease, or other conditions.

Explore these factors with the individual to determine if they influenced the person's performance. If any of them apply, decide the significance of the factor(s) when evaluating the accuracy of the individual's scores.

If none of these factors apply, then use the original Ability Test result with caution. It is possible that the individual's actual ability is lower than the original score represents.

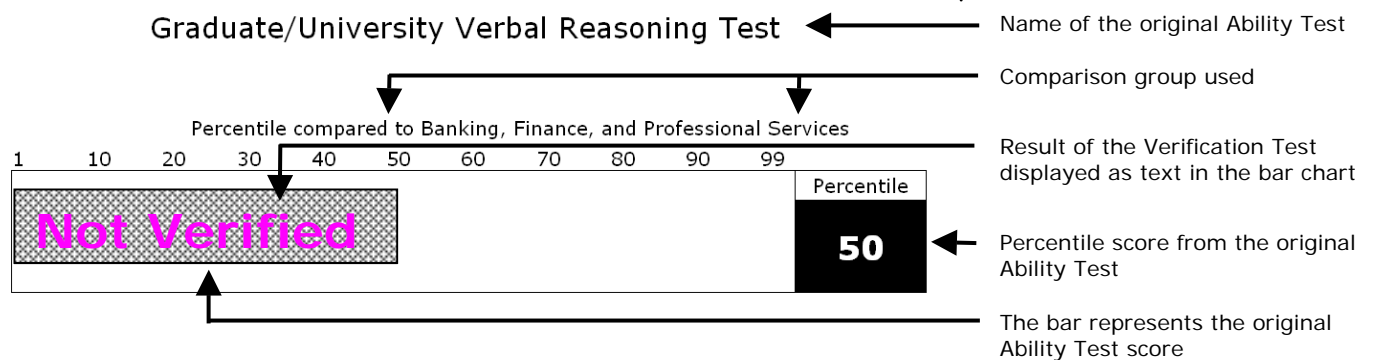
## > What to do with a Not Verified result

There are many ways to confirm an individual's ability level if the original score is **Not Verified**. Some techniques are listed below:

|   |  |
|---|--|
| <b>Administer another Verify Ability Test</b>                               | Administering another Verify Ability Test in a supervised setting is recommended. The result can be used to determine the person's actual ability level.   |
| <b>Consider information from other competency assessments</b>               | 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.  |
| <b>Use information from other sources</b>                                   | 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.   |
| <b>Use structured interviewing techniques to probe related competencies</b> | Competencies related to cognitive ability include: <ul style="list-style-type: none"> <li>• Presenting &amp; Communicating Information</li> <li>• Writing &amp; Reporting</li> <li>• Applying Expertise &amp; Technology</li> <li>• Analysing</li> <li>• Learning &amp; Researching</li> <li>• Creating &amp; Innovating</li> <li>• Formulating Strategies &amp; Concepts</li> </ul> |

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 how to proceed using **Not Verified** results.

## > Information about this report



### How to interpret this information

- The **bar chart** displays the individual's percentile score from the original Ability Test.
- The **result of the Verification Test** is shown in the bar chart as text (Verified or Not Verified).
- 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

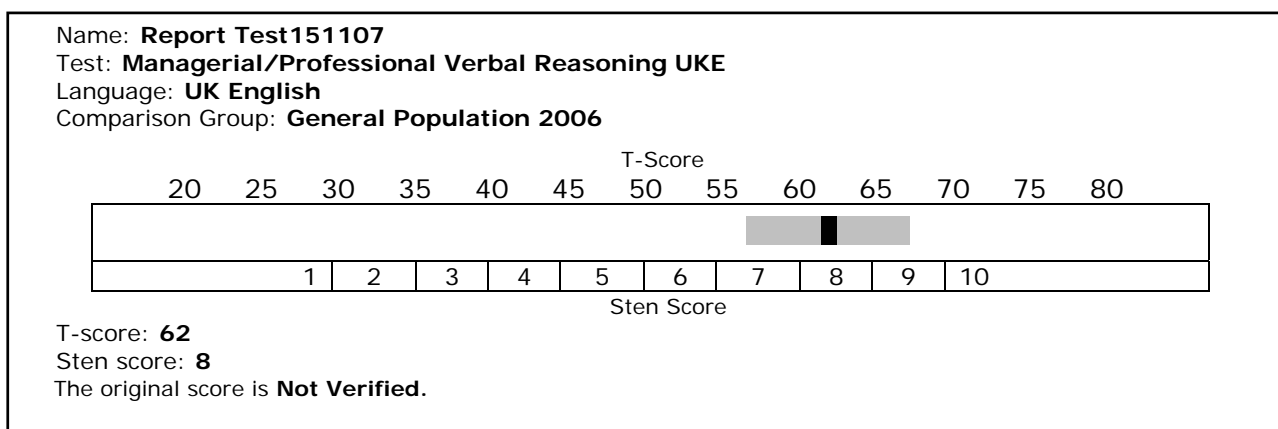
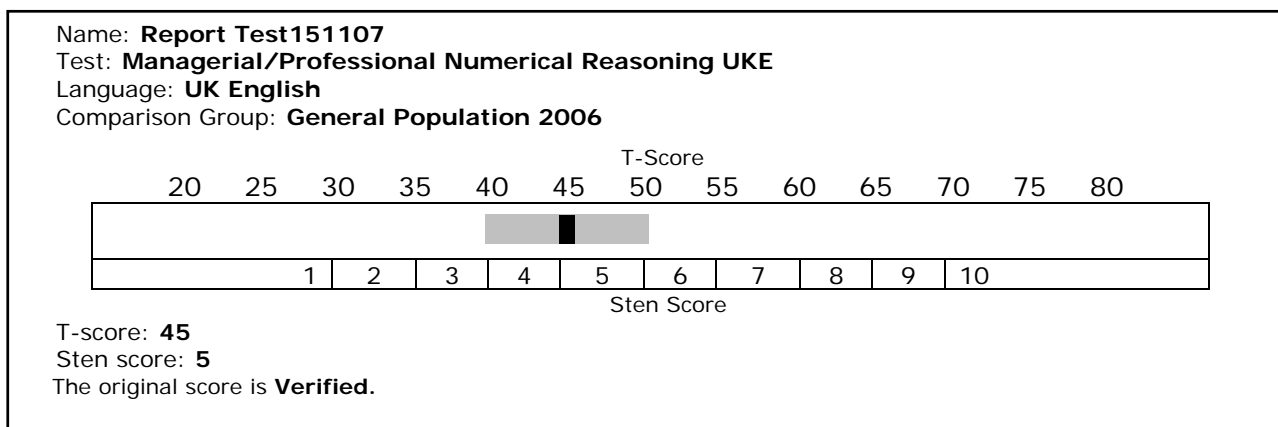
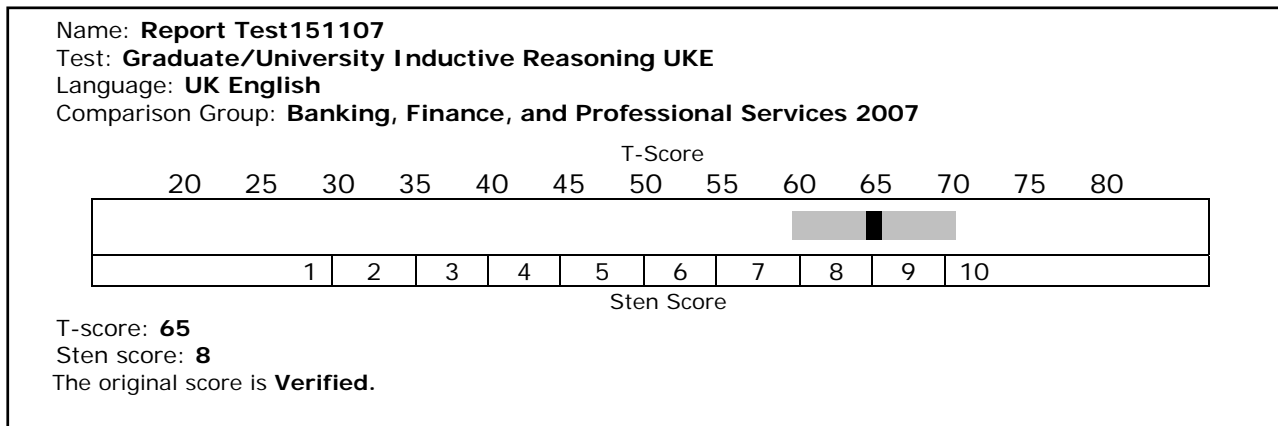
This test measures the ability to evaluate the logic of various kinds of arguments. The information presented is relevant to a business environment. The test emphasises understanding, using and evaluating verbal information rather than language usage, spelling or grammar. People who perform well on this 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](http://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.

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Verify – Ability Report version number: 1.1

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