



Talent in Innovation.
Innovation in Talent.

Ability Verify Candidate Report



Name

Sample Candidate

Date

28 September 2018

Introduction

This report provides some feedback about the ability tests which you recently completed.

The tests that you completed provide a fair and objective assessment of your cognitive ability. Research has shown that these tests can provide reliable information concerning future performance in many different jobs. However, many other factors also play an important role in predicting job success.

You may have already received personal feedback on these results, or had this offered to you. Whoever gave you feedback and/or this report should be qualified to answer your queries about any aspect of the report.

This report is confidential and is intended for your personal use only. Please note that test results remain valid for about 12 to 18 months.

The ability tests

In order to gain a full understanding of the meaning of your scores on the ability tests, your performance has been compared to that of a large group of individuals who have taken these tests in the past. This is known as a comparison group.

The tests that you completed include:

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.

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.

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.

The checking test

This test measures the ability to compare information quickly and accurately. People who perform well on this test tend to have the capacity to perform accurate comparisons of data from a variety of sources and check the work of others.

Results

Verbal Reasoning

Percentile compared to the General Population 2006 comparison group



Your performance on this test indicates that your verbal reasoning ability is **well below average** when compared to the comparison group. This suggests that understanding and evaluating written reports and documents is highly unlikely to be a strength for you.

Ideas to help improve your skills

As this skill area is highly unlikely to be a strength for you, you may be interested in things you can do to help improve these skills.

Developing your skills is something that requires considerable time and effort. As well as reviewing the practical tips below, think about the opportunities you have in your everyday life to challenge yourself in this skill area – How often do you deal with written reports and documents? How can you gain more exposure to this type of information?

- Read a wide variety of written material and concentrate on the recognition of key arguments. Define what is explicitly stated and what is only implied. Magazines and newspapers are particularly good sources for this, as they often have to be careful about what they print.
- Fact and fiction books also offer different styles of writing that can aid general comprehension.
- Read business related news reports, business journals, instruction manuals and technical manuals.
- Activities such as crosswords, word searches, Scrabble and sentence completion exercises can help improve vocabulary and spelling.

Numerical Reasoning

Percentile compared to the General Population 2006 comparison group

Grade **E**



Your performance on this test indicates that your numerical reasoning ability is **well below average** when compared to the comparison group. This suggests that understanding or interpreting numerical data and mathematical calculations is highly unlikely to be a strength for you.

Ideas to help improve your skills

As this skill area is highly unlikely to be a strength for you, you may be interested in things you can do to help improve these skills.

Developing your skills is something that requires considerable time and effort. As well as reviewing the practical tips below, think about the opportunities you have in your everyday life to challenge yourself in this skill area – How often do you deal with numerical data and mathematical calculations? How can you gain more exposure to this type of information?

- Read and try to interpret charts, graphs and tables in analytical newspapers and journals. Pay particular attention to how the figures may have been calculated.
- Read financial reports in papers and online, and make some calculations for yourself - if figures are given for a large group, see if you can calculate individual figures. If percentages are given, what information would you need to calculate the exact numbers?

Inductive Reasoning

Percentile compared to the General Population 2007 comparison group

Grade **E**



Your performance on this test indicates that your inductive reasoning ability is **well below average** when compared to the comparison group. This suggests that understanding incomplete information and solving novel problems by creating solutions from first principles is highly unlikely to be a strength for you.

Ideas to help improve your skills

As this skill area is highly unlikely to be a strength for you, you may be interested in things you can do to help improve these skills.

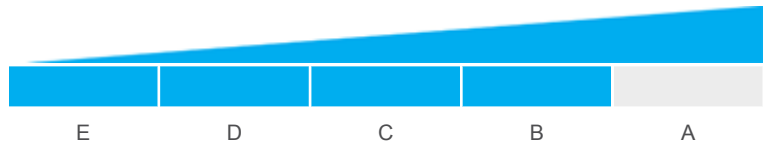
Developing your skills is something that requires considerable time and effort. As well as reviewing the practical tips below, think about the opportunities you have in your everyday life to challenge yourself in this skill area – How often do you have to create solutions from first principles? To what extent are you commonly faced with new and incomplete information? How can you gain more exposure to this type of information?

- Complete timed problem solving exercises and puzzles in newspapers and puzzle books.
- Practise developing a few well-thought out solutions to issues at home and at work, even if a solution already exists.
- Before you make a decision, stop and think about whether you have sufficient information to make a logical rather than intuitive decision.
- Don't always go with your first decision - force yourself to think of other alternatives before proceeding.
- Learn how to skim documents quickly to extract the key information.

Checking

Percentile compared to the General Population 2009 comparison group

Grade **B**



Your performance on this test indicates that your checking ability is **above average** when compared to the comparison group. This suggests that comparing information quickly and accurately which is critical to ensuring the quality of work is likely to be a strength for you.

Ideas to help improve your skills

Although this skill area is likely to be a strength for you, you may be interested in things you can do to continue to improve these skills.

Developing your skills is something that requires considerable time and effort. As well as reviewing the practical tips below, think about the opportunities you have in your everyday life to challenge yourself in this skill area – How often do you deal with different sources of information to make quick and accurate comparisons? How can you gain more exposure to this type of activity?

- Scan-read documents and check for errors.
- Edit written work for colleagues or friends.
- Compare two pieces of work and look for differences.
- Complete 'spot the difference' type of puzzles.
- Try to find patterns and errors in tables of data.

Assessment Methodology

Questionnaire / Ability Test	Comparison Group
Graduate/University Inductive Reasoning UKE	General Population 2007
Graduate/University Numerical Reasoning UKE	General Population 2006
Graduate/University Verbal Reasoning UKE	General Population 2006
Verify - Operational Checking UKE	General Population 2009

Person Detail Section

Name	Sample Candidate
Report	Verify Candidate Ability Test Report v1 ^{TC}

About This Report

This report shows the result(s) obtained from ability test(s). 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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