



Talent in Innovation.
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Ability

Verify Ability Test Report

Name



Date

08 June 2020

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Ability Test Report

Overview

	10	30	50	70	90	Percentile
Numerical Reasoning						99
Verbal Reasoning						99

Details

	10	30	50	70	90	Percentile
Numerical Reasoning						99

Level: Managerial/Professional

Language: English - US

Percentile compared to the Banking, Finance, and Professional Services 2006 MPNR UKE comparison group

Maria's estimated numerical critical reasoning ability is well above average when compared to the comparison group. Her result is better than 99% of people in this group. This suggests that she will display an exceptional level of ability in understanding or interpreting numerical data and mathematical calculations as compared to the group.

	10	30	50	70	90	Percentile
Verbal Reasoning						99

Level: Managerial/Professional

Language: English - US

Percentile compared to the Banking, Finance, and Professional Services 2006 comparison group

If any of these tests were administered without supervision, a Verification Test is recommended to determine if those results can be used with confidence.

Guidelines for using these results

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

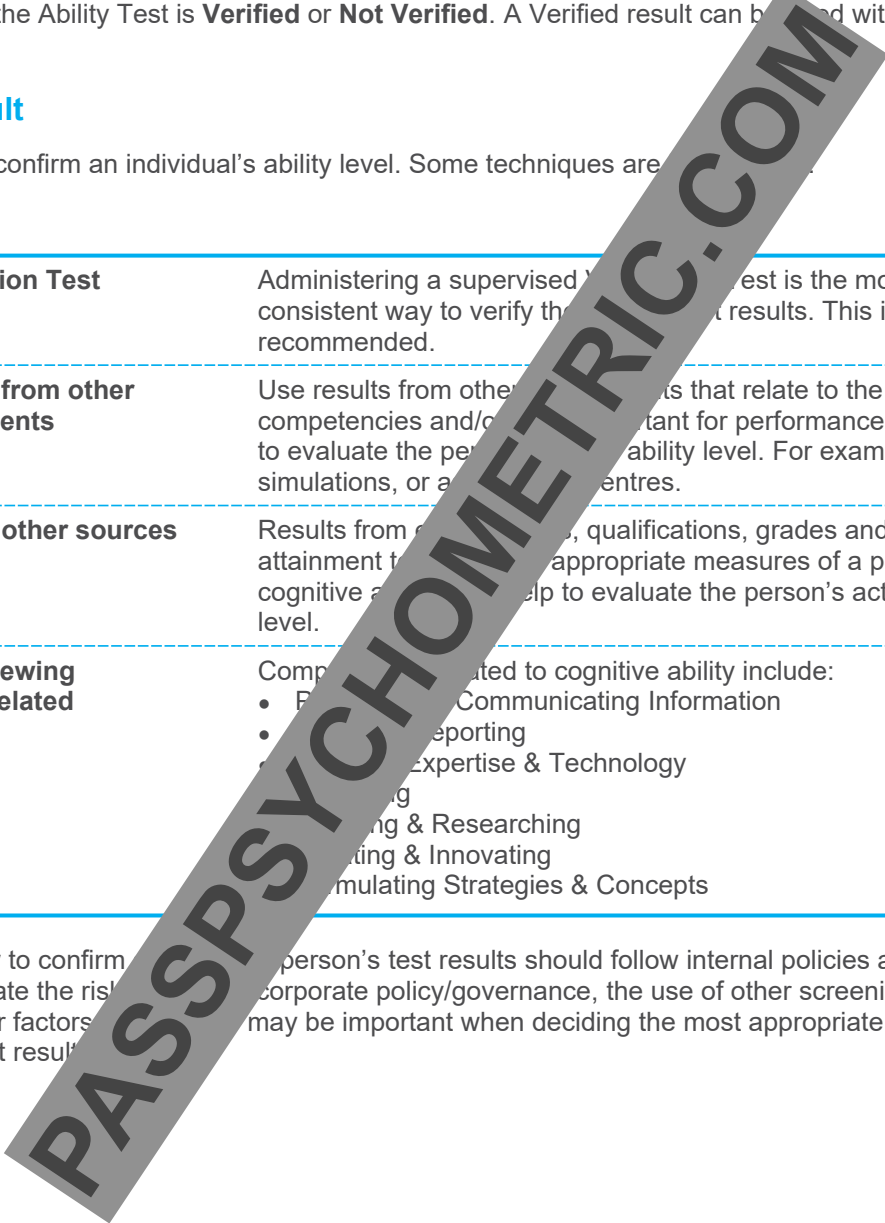
The Verification Test is shorter than the original Ability Test. It must be administered in a supervised setting and will determine if the result of the Ability Test is **Verified** or **Not Verified**. A Verified result can be used with confidence.

How to verify a result

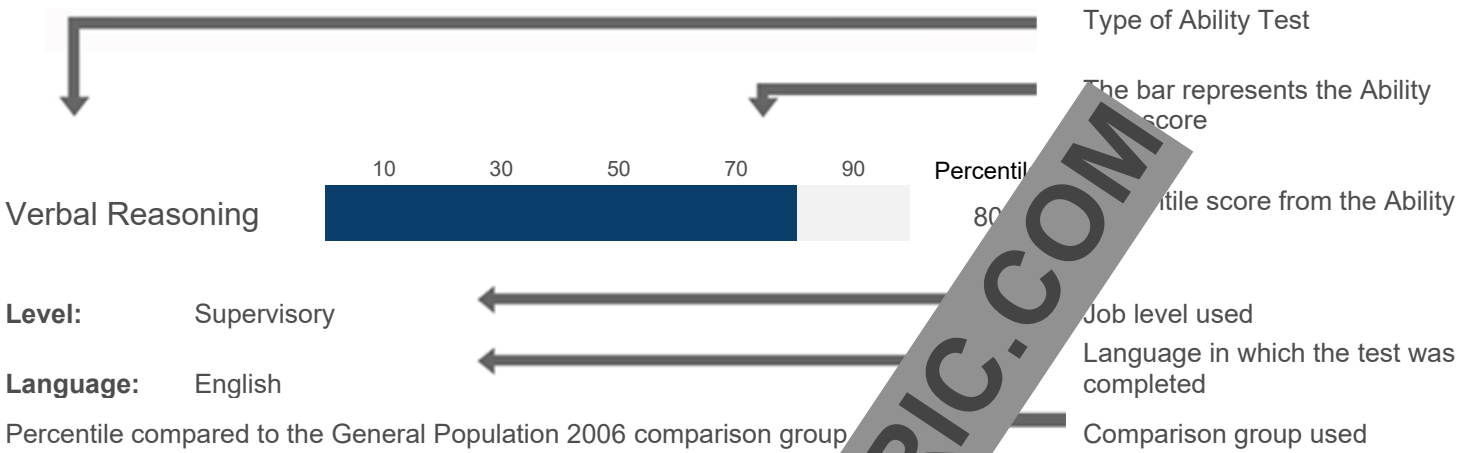
There are many ways to confirm an individual's ability level. Some techniques are:

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

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



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 against which this person's score is compared.
- The **percentile score** indicates how well this person performed 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 is the most effective, since it is a strong predictor of future performance in many different jobs. However, many other factors also play an important role in determining job performance. The information in this document should be used as part of a broader evaluation of an individual's suitability and potential for the job.

More Information

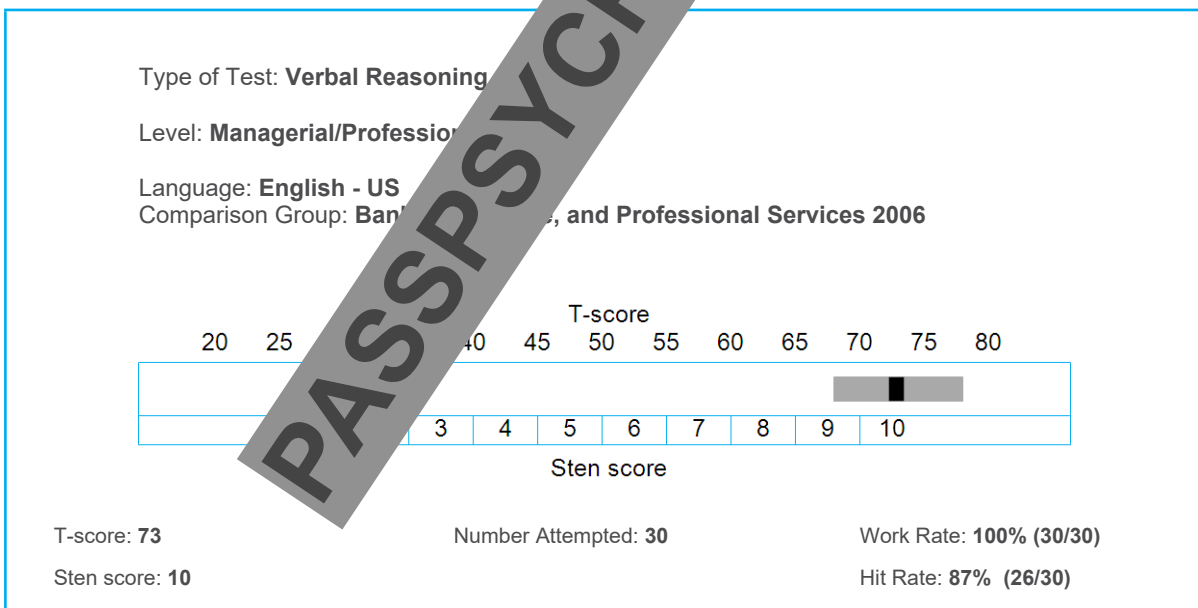
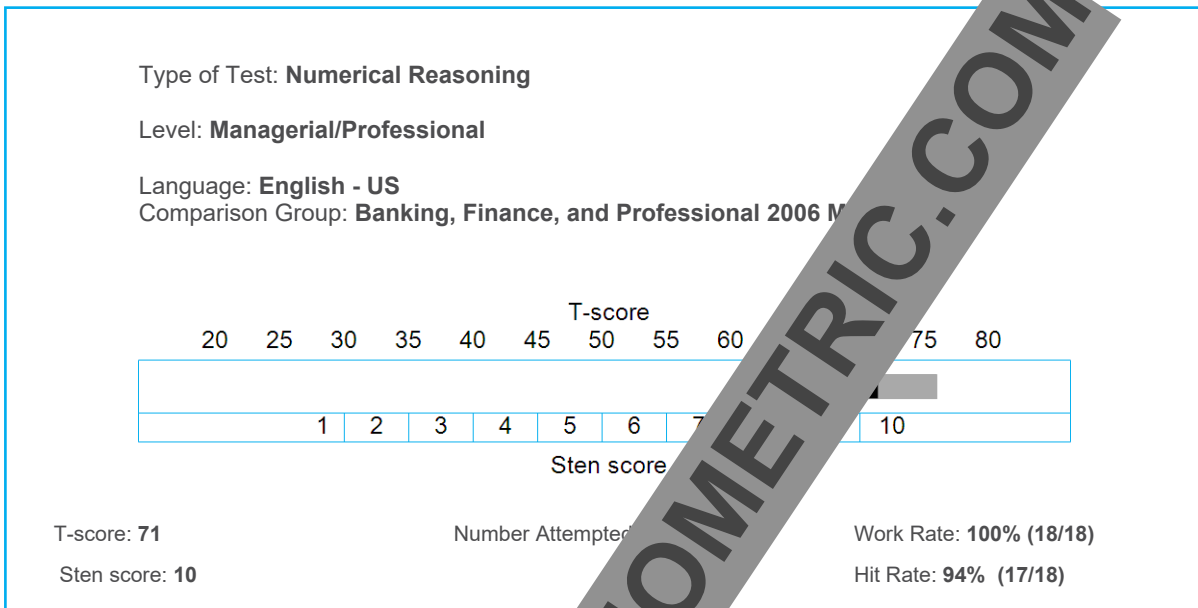
Additional information and guidance on how to use the SHL Verify range of Ability Tests is available online at SHL.com.

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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.



The Report also includes information to give you an indication of the candidate's accuracy while completing the test. 'Number Attempted' refers to the number of questions the candidate has seen during the test. The total may include questions that the candidate has not provided a response to.

Work rate provides a measure of how far the candidate has got through the test, and is the number attempted divided by the total number of questions in the test. This is expressed both as a percentage and as raw data.

Hit rate provides a measure of accuracy, and is the number of questions the candidate answered correctly divided by the total number of questions attempted. This is expressed both as a percentage and as raw data.

Work rate and Hit rate provide measures of the number attempted and number answered correctly. More information on these measures is provided in the Verify User Guide. It is important to understand that because each candidate receives a different set of items, there is not a direct correlation between Hit rate/Accuracy and the Percentile, T or Sten score achieved; and individual with a lower hit rate can achieve a higher percentile score and vice-versa.

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Assessment Methodology

Questionnaire / Ability Test	Comparison Group
Verify - Managerial/Professional Numerical Reasoning USE	Banking, Finance, and Professional 2006 MPNR UKE
Managerial/Professional Verbal Reasoning USE	Banking, Finance, and Professional S

About This Report

This report shows the result(s) obtained from ability test(s). The user of this report 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) and is the property of the respondent. This report has been generated electronically - the user of the software can make amendments to the text of the report.

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