

## About this feedback report

Thanks for taking the time to complete our Assessment Suite. We're reviewing your results at the moment, and we'll be in touch with a decision as quickly as we can.

In the meantime, we thought you'd like to see your personalised feedback report. It might be helpful when you're thinking about your personal development in the future.

The **Numerical Reasoning Test** section contains feedback on your Numerical Reasoning Test performance. It provides suggestions on how to further develop your ability to quickly and accurately reason with numerical information in the future.

The **Verbal Reasoning Test** section contains feedback on your Verbal Reasoning Test performance. It provides suggestions on how you could further develop your ability to evaluate the full meaning of written information and act upon it accordingly.

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# Numerical Reasoning Test

This section contains feedback on your results from the Numerical Reasoning Test that you completed as part of the selection process at Mazars. The purpose of this report is to give you meaningful feedback and support you in your development.

Your results show that, relative to your peer group, you achieved an above average score in terms of your numerical mind-set and ability to identify, comprehend, interpret, manipulate and decipher numerical information.

- This suggests that in the majority of the questions, you were able to identify and act upon salient numerical data, and ignore or deprioritise information that was not pertinent to the task.
- You were able to identify and understand a wide range of numerical and mathematical information presented in job-relevant formats.
- You were able to manipulate data arithmetically and interpret the meaning of numerical data by making logical decisions on the most appropriate course of action.
- You were able to answer more complex items that required you to calculate multiple arithmetic steps to reach an accurate answer, in a timely manner.

Numerical skills are important for a wide range of tasks and activities inside and outside of work. Improving your skills in this area can impact your understanding of the world around you, improve your decision making, reduce errors and save you time.

To further improve your numerical reasoning score in the future, you might want to consider the following advice:

- Practice reviewing the basics as well as more complex calculations. Multiplication and division are typical functions used in the workplace and assessed in numerical tests. So too are decimals, percentages, and ratios. Make sure you are confident with these and can complete them accurately and efficiently.
- Practice calculations involving larger numbers, or incorporate multiple steps to calculate the correct answer.
- Sharpen your interpretation skills by reviewing data presented in different formats. Most numerical data is presented in graphs, charts and tables. Spend a few moments scanning the data to ensure you are clear on what is being presented to you. This will help you to quickly identify what data is relevant for a given problem or question.
- Spend time practicing numerical questions to help increase your speed, whilst maintaining accuracy. In these tests and in the workplace, it is important that problems are resolved in the most efficient manner.

# Verbal Reasoning Test

This section contains feedback on your results of the Verbal Reasoning Test (VRT) that you have completed as part of the selection process at Mazars

The Verbal Reasoning Test is a measure of your ability across five major areas:

- **Verbal Adaptability**
- **Verbal Dexterity**
- **Verbal Comprehension**
- **Verbal Interpretation**
- **Verbal Reasoning**

## Verbal Adaptability:

Your results show that, relative to your peer group, you achieved an above average score in terms of being able to recognise different styles of verbal material.

- This suggests you were able to recognise the majority of different styles presented to you and choose the most suitable response quickly and accurately.

Verbal Adaptability is particularly useful when communicating with a diverse team or with others who have a different style of communication to you. Being able to recognise and adapt to a different style of communication can help with getting your message across to others.

To improve your **verbal adaptability** score in the future, you might want to consider the following:

- Consider situations from alternative perspectives and backgrounds, seeing how certain messages may be received from these viewpoints.
- Practice increasing the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.
- Check your work at different times with fresh eyes, this will enable you to spot any inconsistencies that are easily overlooked.
- Increase your knowledge of what different communication styles look like by reading online tips.

## Verbal Comprehension:

Your results show that, relative to your peer group, you achieved an above average score in terms of being able to extract meaning and intent from written material.

- This suggests that you were able to correctly extract the majority of the meaning and intent of the material presented to you and you demonstrated an understanding of the subtle differences between commonly used words.

Verbal comprehension is particularly useful when understanding the meaning of different words and nuances in written resources. Being able to recognise and respond to subtle differences between commonly used words will impact on the speed and accuracy of your response. It can also help you to quickly identify the most important elements in written material.

To improve your **verbal comprehension** further for the future, you might want to consider the following:

- Read across a range of written sources to expand your knowledge and understanding of different words and how they are used.
- Practice discussing a book or an article with others to identify similarities and differences in the understanding and meaning of particular words.
- Increase your knowledge on the different meaning of words by reading online tips and completing online verbal comprehension tests.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.

## Verbal Dexterity:

Your results show that, relative to your peer group, you achieved an above average score in terms of being accurate in the use of grammar, spelling and punctuation.

- This suggests that you were able to correctly identify the majority of the mistakes presented to you, in an efficient manner, without introducing any additional errors to the text.

Dexterity is particularly useful when proofreading work and ensuring text is of the highest quality. Being able to identify mistakes and accurately correct them will help you to produce work free from grammatical, spelling or punctuation mistakes.

To improve your **verbal dexterity** further you might want to consider the following:

- Make time to check your work or others' work for grammatical and spelling errors. Offer to support friends or colleagues by proof-reading their work.
- Check your work at different times with fresh eyes. This will enable you to spot any mistakes that may otherwise be easily overlooked.
- Increase your knowledge on grammar, spelling and punctuation by learning the basic rules or reading online tips.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.

## Verbal Interpretation:

Your results show that, relative to your peer group, you achieved an above average score in terms of being able to interpret implicit and explicit meanings in verbal material, as well as appreciating emotional salience.

- This suggests that you were able to correctly interpret the majority of the implicit and explicit meanings presented to you and understanding the emotional salience of the material.

Interpretation is particularly useful in your communication with others. Being able to understand the difference between the implicit and explicit meaning of verbal material will help you in responding to the situation in an appropriate and suitable manner.

To improve your **verbal interpretation** score in the future, you might want to consider the following:

- Increase your knowledge of emotive language, including a wide range of positive and negative emotive words.
- Practice analysing conversations you have with peers both professionally and in your private life and identify the implicit meaning of each conversation.
- Read across a range of formal and informal written sources to expand your understanding of the emotional salience and underlying sentiment in these verbal pieces of communication.
- You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.

#### **Verbal Reasoning:**

Your results show that, relative to your peer group, you achieved an above average score in terms of being able to understand written material and draw valid conclusions from that material.

- This suggests that you were able to understand the majority of what was presented to you and correctly draw valid conclusions based on this information.

Reasoning is particularly useful when analysing written information, and understanding the implications and actions that result from this information. Being able to draw valid conclusions based on verbal information will help you to take practical meaning from written information to help understand the bigger picture.

To improve your **verbal reasoning** further you might want to consider the following:

- Practice verbal reasoning items in puzzles and quizzes to challenge your ability to draw valid conclusions.
- Read across a range of written sources such as reports or research articles to improve your understanding of the written materials and ability to identify the conclusions that are drawn.
- Practice identifying the difference in your understanding of written information by reading it thoroughly and skim reading it.

You can also work to increase the speed in which you answer each question, whilst maintaining accuracy, as this is included in your overall score.

We hope you have found this information useful.

With best wishes for your career,

Recruitment Team  
**Mazars LLP**

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