

Verify Verbal Report

name:

Sample Person

email:

sample.example@getfeedback.net

date:

09-Apr-08

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.

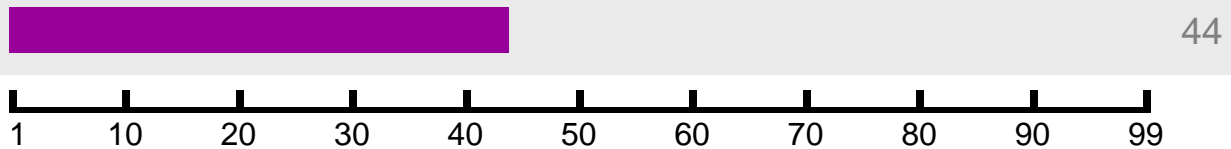
About the verbal reasoning test

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

Verify - Managerial/Professional Verbal Reasoning UKE

This Ability Test Report provides the score from a Verify - Managerial/Professional Verbal Reasoning UKE assessment. If this test was unsupervised, there is a small possibility that this score does not represent the individual's actual level of ability.

Percentile compared to General Population 2006



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.

Name: **Sample Person**

Test: **Verify - Managerial/Professional Verbal Reasoning UKE**

Language: **UK English**

Comparison Group: **General Population 2006**

T-score: **48**

Sten score: **5**

Guidelines for using these results

If the results in this report were obtained from a test that was completed without supervision it is recommended that this individual's test result is verified in some way.

How to verify a result

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

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

Competencies related to cognitive ability include:

- 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 result 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 result.

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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