Verify Inductive Report

name:	Sample Person
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date:	04/May/2012

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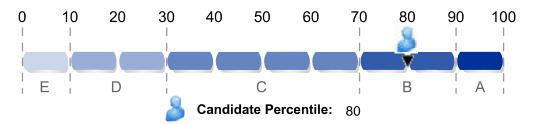Getfeedback

Candidate: Sample Person
Test: Graduate/University Inductive Reasoning UKE
Norm Group: General Population 2007 GUIR UKE

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

E   D   C   B   A

Candidate Percentile: 80

A - Well above average (91st percentile and above)
B - Above average (71st – 90th percentiles)
C - Average (31st – 70th percentiles)
D - Below average (11th – 30th percentiles)
E - Well below average (10th percentile and below)

The bar above shows overall performance on the Verify Inductive Reasoning Assessment in comparison to General Population 2007 GUIR UKE who have previously completed the test.

T-Score: 58
Sten Score: 7
Percentile: 80

Technical Information

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 inductive reasoning test

This nonverbal mental ability test measures the ability to solve problems from graphical data. It measures observation skills, clear thinking ability, intellectual capacity and intellectual efficiency. Specifically it measures the ability to a) formulate new concepts when faced with novel information, b) extract meaning out of confusion or ambiguity and c) think clearly about complex situations and events

The score indicates potential for success in positions that typically require clear and accurate thinking, problem identification and evaluation of tentative solutions for consistency with all available information. The nonverbal aspect of this test minimizes the impact of language skills on performance on the assessment.

If this test was unsupervised, there is a small possibility that this score does not represent the individual's actual level of ability. 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.

Background

Skills and Abilities Assessed by the Verify Inductive Reasoning Test

Verify assesses your skills in inductive (logical) reasoning relevant to problem solving and decision making. This includes the ability to:

- formulate new concepts when faced with novel information
- extract meaning out of confusion or ambiguity
- think clearly about complex situations and events

Your performance on the Verify Inductive is given in relation to that of General Population 2007 GUIR UKE who have previously completed the test. This was deemed to be the most relevant comparison group and should be considered when reviewing your results below.

Score Interpretation

Your score was better than or equal to 80% of General Population 2007 GUIR UKE. Compared with others in the specified group you are likely to demonstrate above average range of perception and high level clear thinking necessary to extract meaning out of confusion and ambiguity. This may be apparent in:

- defining complex problems and situations clearly and objectively
- distinguishing subtle relationships among complex situations, events or ideas by integrating all pieces of relevant information
- recognising the full strategic implications of decisions and actions, and to anticipate likely outcomes
- identifying the underlying causes of complex problems
- using all the available information to evaluate and make effective decisions regarding complex problems
- consistently drawing accurate conclusions from information in any situation
- readily learning complex concepts
- developing deep insight into complex issues and situations