



# Talent Q Elements

## Elements Report

Name: **Person Sample**

Date of Report: **04/08/2017**

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Assessment	Elements Verbal
Completed date	20/02/2010
Language	English (UK)



# Elements Report

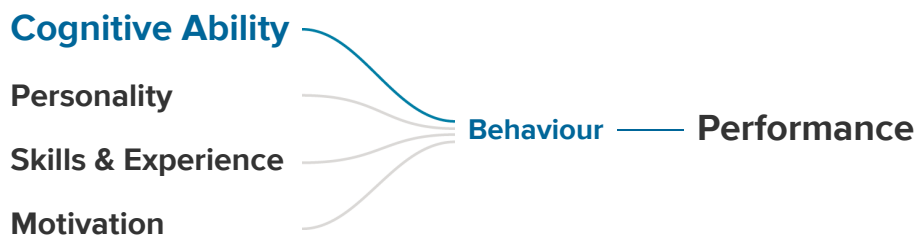
The test taken was Elements Verbal This is a "dynamic" (or "adaptive") test.

Dynamic (or Adaptive) tests adapt themselves to the answers that are given. Basically, if someone gives a correct answer, they are moved on to a more difficult question, and each time they give an incorrect answer (or fail to answer within the time limit) they are moved to a slightly easier question. In this way the test is able to "home in" on the person's ability level and focus itself appropriately. This also means that people do not have to waste time answering questions which would be too easy for them, nor on questions that would be too difficult for them. Dynamic testing enables us to pinpoint a person's probable level more quickly than is the case with conventional tests, where all those who take the test get the same questions.

Our tests also have an element of "randomisation" built into them, so that it would be extremely unlikely that any two people, even if of the same ability level, would be faced with exactly the same questions. This helps us to protect the security of the test, when people may be taking it at home or without direct supervision. Although each person is thus given a tailored and different set of questions to answer, every person taking the test or tests is given the same number of questions: 15 questions in the Verbal test, and 12 questions in the Numerical test; that is 3 questions for each of 5 passages of text in the Verbal test, and 3 questions for each of 4 tables (or sets of tables) in the Numerical test. Logical Elements also has 12 questions, with a considerable amount of randomisation inbuilt.

## Comparison group

The score obtained was compared with a database of people who have taken the test (or tests) before. The comparison group used was that of all people who have previously completed the tests, across all industry sectors, functions and organisational levels. About 50% of this group were graduates.







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This report is derived from the Talent Q Elements ability assessment, which measure the respondent's cognitive ability. The respondent's results are compared with a standardisation comparison group. This report has been computer generated. Korn Ferry do not guarantee that the report has not been modified. The use of Talent Q Elements is restricted to individuals authorised by Korn Ferry.