Professional + 7.0

Assessment Fact Sheet

Overview	Our Professional + 7.0 solution is designed for all non-managerial professional individual contributor positions, and includes SHL's new innovative mobile-first ability assessment, Verify Interactive – Deductive Reasoning. Sample tasks for these jobs include, but are not limited to: gathering requirements, analyzing data, managing projects, producing products or services. Potential job titles that use this solution include: Engineer, Human Resource Consultant, Business Analyst, Data Scientist, and IT Analyst.

	Job Level	Professional
	Job Family/Title	All
Details	Platform	TalentCentral
	Average Testing Time	51 minutes
	Number of Questions	160
	Designed for Unproctored Environment	Yes
	Question Format	Multiple Choice, Multiple Choice-Adaptive

Knowledge, Skills, Abilities and Competencies Measured

Professional Potential: This is a measure of the tendency to have potential for professional success across industry type and functional area. This is characterized by scores that are derived from responses to questions regarding academic and social background, and aspirations concerning work.

Achievement: This component measures the tendency to set and accomplish challenging goals, while persisting in the face of significant obstacles. This trait is characterized by: working hard; taking satisfaction and pride in producing high quality work; and being competitive.

Verify Interactive - Deductive Reasoning: This assessment measures the ability to draw logical conclusions based on information provided and complete scenarios using incomplete information. It provides an indication of how an individual will perform when asked to develop solutions when presented with information and draw sound conclusions from data. This form of reasoning is commonly required to support work and decision making in many different types of jobs at many levels.

Willingness to Learn: This component measures the tendency to learn from experience. This trait is characterized by: being open to new experiences, seeking both positive and negative feedback, looking back on past experiences and considering alternate courses of action, and finding patterns and order in complex information.

Maintains Good Working Relationships: This measures the extent to which the candidate puts effort into developing good relationships with others.

Analyzes Information: This measures the extent to which the candidate identifies key factors and integrates information to understand data or situations.

Learns Quickly: This measures the extent to which the candidate picks up new information and techniques easily.

Generates New Ideas: This measures the extent to which the candidate creates innovative approaches.

Uses Time Efficiently: This measures the extent to which the candidate manages own time and delivers work on schedule.

Works to High Quality Standards: This measures the extent to which the candidate completes every task with a high degree of quality.

Adapts to Change: This measures the extent to which the candidate accepts and adapts to changes without difficulty.

Copes with Uncertainty: This measures the extent to which the candidate keeps negative emotions under control.

Responsibility: This trait is a measure of a person's responsibility for their own actions and a commitment to performing assigned tasks. This trait is characterized by: reliability; proactive involvement in work; and a dedication to complete even the most mundane tasks.