

Verify G+ Report



Name

Mr. Sample Candidate

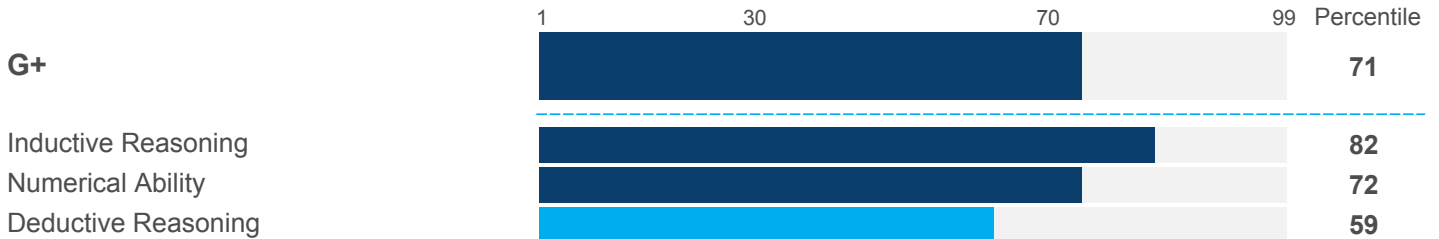
Date

May 16, 2019

G+ Report

This G+ Report provides the scores from Mr. Sample Candidate's G+ Ability Tests. If these tests were unsupervised, there is a small possibility that these scores do not represent his actual level of ability.

Overview



Details

General Ability Description

The General Ability score is based on performance on all of the questions on this test across all cognitive abilities. Every candidate has strengths and weaknesses, but this score gives an indication of how the candidate is likely to perform on cognitively loaded tasks generally. For more specific information about the candidate's strengths and weaknesses, please refer to the feedback for each of the cognitive abilities included in the test.



Language: English - International

Percentile compared to the Verify G+ General Population (INT) 2016 comparison group

Mr. Sample Candidate's estimated general ability is above average when compared to the comparison group. His result is better than 71% of the people in this group. This suggests that he will display a high level of ability in cognitively loaded tasks generally as compared to the group.

Inductive Reasoning Description

This test measures the ability to work with incomplete information and create solutions to novel problems from first principles. People who perform well on this test will have a greater capacity to think conceptually as well as analytically.



Language: English - International

Percentile compared to the Verify G+ General Population (INT) 2016 comparison group

Mr. Sample Candidate's estimated inductive critical reasoning ability is above average when compared to the comparison group. His result is better than 82% of the people in this group. This suggests that he will display a high level of ability in understanding incomplete information and solving novel problems by creating solutions from first principles.

Numerical Ability Description

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



Language: English - International

Percentile compared to the Verify G+ General Population (INT) 2016 comparison group

Mr. Sample Candidate's estimated numerical ability is above average when compared to the comparison group. His result is better than 72% of the people in this group. This suggests that he will display a high level of ability in understanding or interpreting numerical data and mathematical calculations as compared to the group.

Deductive Reasoning Description

This test is designed to measure the ability to draw logical conclusions based on information provided, identify strengths and weaknesses of arguments, and complete scenarios using incomplete information.



Language: English - International

Percentile compared to the Verify G+ General Population (INT) 2016 comparison group

Mr. Sample Candidate demonstrates average deductive reasoning ability compared to the comparison group. His result is better than 59% of the people in this group. He can draw logical conclusions from available data and make sound arguments as well as most people who score in this zone. He has an average ability to solve problems effectively and identify underlying assumptions in arguments. At work, he should be able to use data and information as effectively as most others in developing solutions to problems. Like most other people in the comparison group, however, he may require additional time or assistance to put together solutions for particularly complex problems.

Guidelines for using these results

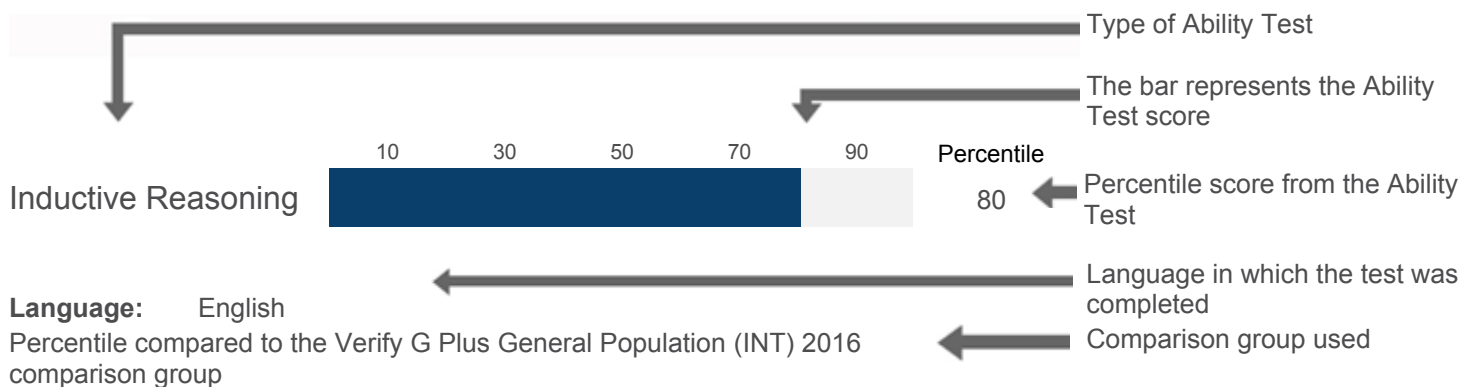
How to verify a result

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 centers.
Use information from other sources	Results from examinations, qualifications, grades and other attainment tests that are appropriate measures of a person's cognitive 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: <ul style="list-style-type: none">• Presenting & Communicating Information• Writing & Reporting• Applying Expertise & Technology• Analyzing• Learning & Researching• Creating & Innovating• Formulating Strategies & Concepts

The final decision on how to confirm and use the person's test results 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 results.

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 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. The information in this document should be used as part of a broader evaluation of this person's suitability and potential for the job.

More Information

Additional information and guidance on how to use the SHL Verify range of Ability Tests is available online at [SHL.com](https://www.shl.com).

Technical information

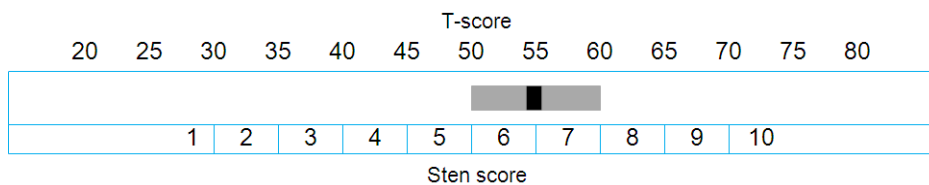
Scores for each of the Verify - G+ components are based on the full set of questions on the test. Therefore, Number Attempted, Work Rate, and Hit Rate are only reported for the General Ability score. For more information about how Verify - G+ is scored, please refer to the Technical Manual.

T-scores and Sten scores are provided for users who are trained in their appropriate use and interpretation.

A T-score is a standardized test score with a mean of 50 and a standard deviation of 10. The Sten score is a standardized score on a 10-point scale. It has a mean of 5.5 and a standard deviation of 2.

Name: **Mr. Sample Candidate**
Type of Test: **General Ability**

Language: **English - International**
Comparison Group: **Verify G+ General Population (INT) 2016**



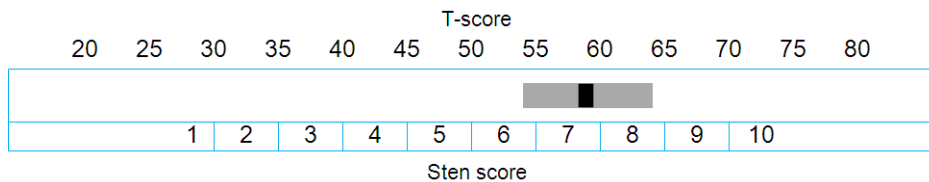
T-score: **55**
Sten-Score: **7**

Number Attempted: **30**

Work Rate: **100% (30/30)**
Hit Rate: **47% (14/30)**

Name: **Mr. Sample Candidate**
Type of Test: **Inductive Reasoning**

Language: **English - International**
Comparison Group: **Verify G+ General Population (INT) 2016**



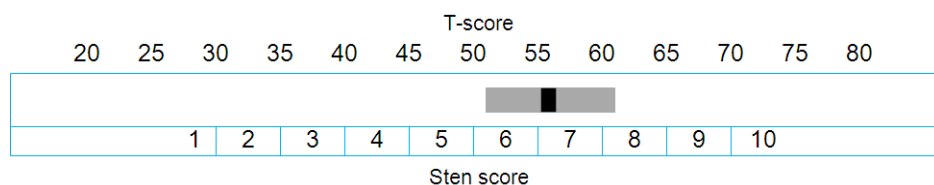
T-score: **59**

Number Attempted: **10**

Sten-Score: **7**

Name: **Mr. Sample Candidate**
Type of Test: **Numerical Ability**

Language: **English - International**
Comparison Group: **Verify G+ General Population (INT) 2016**



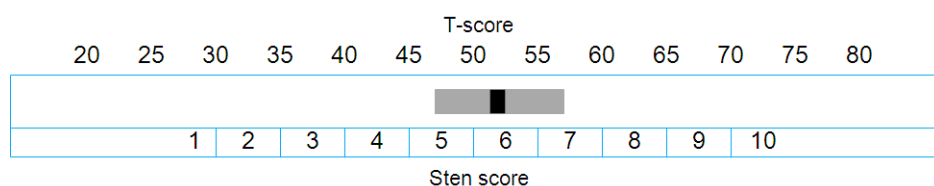
T-score: **56**

Number Attempted: **10**

Sten-Score: **7**

Name: **Mr. Sample Candidate**
Type of Test: **Deductive Reasoning**

Language: **English - International**
Comparison Group: **Verify G+ General Population (INT) 2016**



T-score: **52**

Number Attempted: **10**

Sten-Score: **6**

The Report also includes information to give you an indication of the candidate's accuracy while completing the test. 'Number Attempted' refers to the number of questions the candidate has seen during the test. The total may include questions that the candidate has not provided a response to.

Work rate provides a measure of how far the candidate has got through the test, and is the number attempted divided by the total number of questions in the test. This is expressed both as a percentage and as raw data.

Hit rate provides a measure of accuracy, and is the number of questions the candidate has answered correctly divided by the total number of questions attempted. This is expressed both as a percentage and as raw data.

Work rate and Hit rate provide measures of the number attempted and number answered correctly. More information on these measures is provided in the Verify User Guide. It is important to understand that because each candidate receives a different set of items, there is not a direct correlation between Hit rate/Accuracy and the Percentile, T or Sten score achieved; an individual with a lower hit rate may achieve a higher percentile score and vice-versa.

Assessment Methodology

Questionnaire / Ability Test	Comparison Group
Verify - G+ - UKE	Verify G+ General Population (INT) 2016

Person Detail Section

Name	Mr. Sample Candidate
Report	Verify G+ Report

About This Report

This report shows the result(s) obtained from ability test(s). 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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