

SHL Verify General Ability Screen

Assessment Fact Sheet

Overview

Verify – General Ability Screen is an assessment used for job candidates applying to entry-level positions that require a basic level of general cognitive ability. The General Ability Screen is appropriate for entry-level roles across industries that include basic tasks. Such tasks might include conducting simple monetary transactions, preparing food, or answering customer calls. Job titles include, but are not limited to Cashier, Call Centre Agent, Server, Prep Cook, and Janitor.

The General Ability Screen is administered Linear-on-the-Fly (LOFT). This test format uses Item Response Theory to administer unique yet psychometrically equivalent tests to all candidates. This administration method allows for:

- Ability to offer the test in an unsupervised setting
- A consistent testing experience for all candidates
- Increased accuracy at cut score between high and low performers

Job Family/Title	Entry-level
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Details

Average Testing Time	10 minutes
Allowed Time	10 minutes
Maximum Number of Questions	12 questions
Number of Sitzings	One plus Verification Test
Designed for Unproctored Environment	Yes
Question Format	Multiple Choice
Product Category	Ability & Aptitude

Knowledge, Skills, Abilities and Competencies Measured

This assessment measures general cognitive ability. The General Ability Screen included items that cover numerical ability, verbal ability, deductive reasoning, and abstract reasoning. This assessment covers a range of mental abilities and measures the ability to comprehend written passages, perform basic mathematical functions, draw logical conclusions, and identify patterns in nonverbal stimuli. General cognitive ability is required to learn how a job is performed, make logical decisions, and perform tasks that require some mental effort. This assessment is targeted at candidates applying for entry-level roles.

Example Questions

Andrew bought exactly four books.
Amy bought more books than Benjamin.
Benjamin bought exactly five books.

Which statement must be true?

a	<input type="radio"/> Andrew bought more books than Amy.
b	<input type="radio"/> Amy bought fewer books than Andrew.
c	<input type="radio"/> Andrew and Benjamin bought the same number of books.
d	<input type="radio"/> Altogether, 15 books were bought.
e	<input type="radio"/> Amy bought more books than Andrew.

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This is an example from just one of the possible 4 test constructs (Deductive Reasoning).