



Talent in Innovation.
Innovation in Talent.

SHL Verify Interactive: Report



Name

Ms. Sample Candidate

Date

May 30, 2019

SHL Verify Interactive Report

This SHL Verify Interactive Report provides the scores from Ms. Sample Candidate's SHL Verify Interactive Tests. If these tests were unsupervised, there is a small possibility that these scores do not represent her actual level of ability.

Overview



Details

Numerical Calculation

This test is designed to measure a candidate's ability to add, subtract, divide and manipulate numbers quickly and accurately.



Language: English - US

Percentile compared to the Interactive Numerical Calculation General Composite (INT) v1 comparison group

Ms. Sample Candidate's estimated ability to reason with numbers and other mathematical concepts is above average when compared to the comparison group. Her result is better than 76% of the people in this group. This indicates a high potential for adding, subtracting, dividing and manipulating numbers quickly and accurately which is critical to many workplace tasks involving calculations and estimations as well as auditing and checking the numerical work of others.

Guidelines for using these results

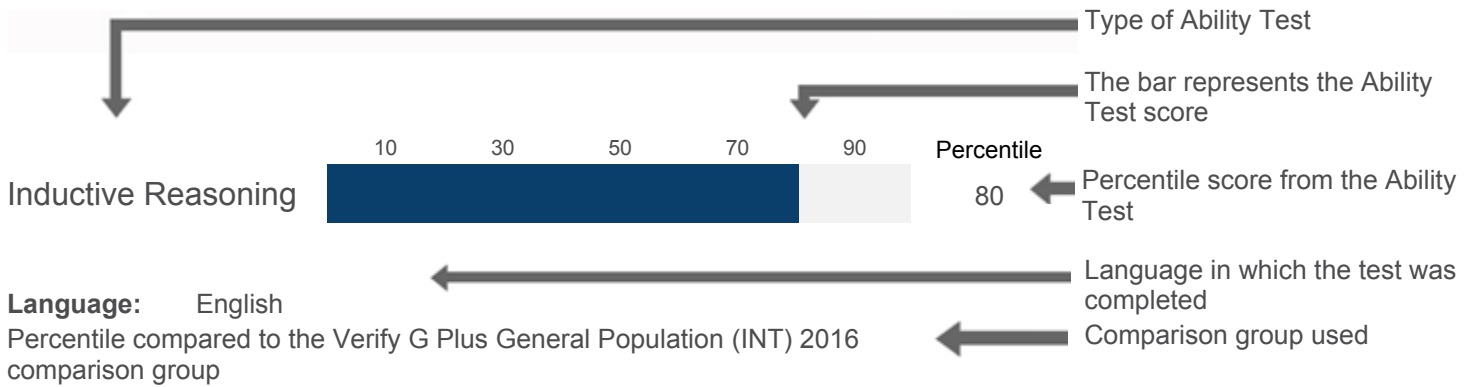
How to verify a result

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.

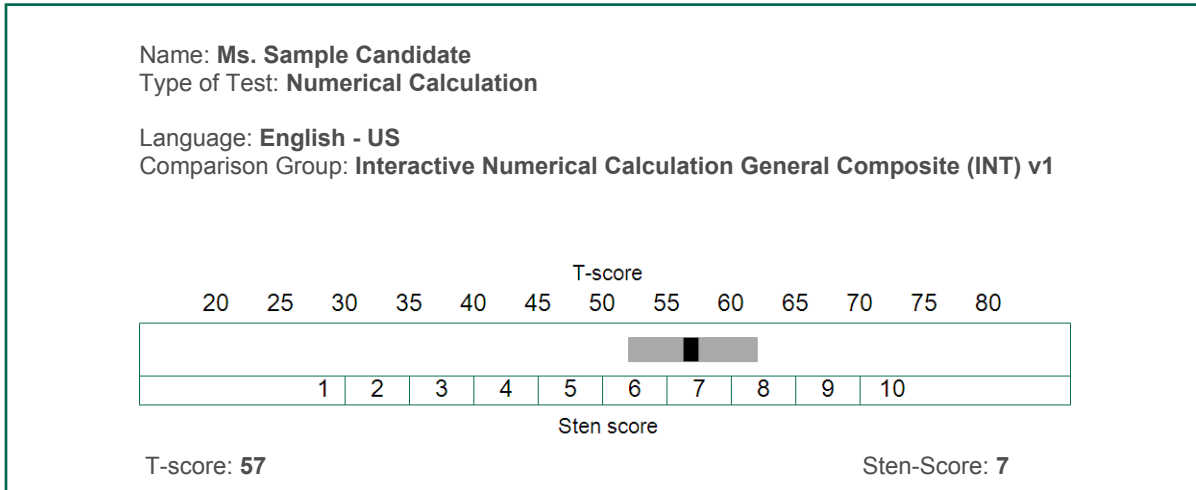
More Information

Additional information and guidance on how to use the SHL Verify range of Ability Tests is available online at SHL.com.

Technical information

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.



Assessment Methodology

| Questionnaire / Ability Test | Comparison Group |
|---|--|
| TC_Verify_Interactive_Numerical_Calculation_USE | Interactive Numerical Calculation General Composite (INT) v1 |

Person Detail Section

| | |
|--------|-------------------------------|
| Name | Ms. Sample Candidate |
| Report | SHL Verify Interactive 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.

SHL Global Management Limited and its associated companies cannot guarantee that the contents of this report are the unchanged output of the computer system. We can accept no liability for the consequences of the use of this report and this includes liability of every kind (including negligence) for its contents.

www.shl.com

© 2019 SHL and/or its affiliates. All rights reserved. SHL and OPQ are trademarks registered in the United Kingdom and other countries.

This Report has been produced by SHL for the benefit of its client and contains SHL intellectual property. As such, SHL permits its clients to reproduce, distribute, amend and store this report for its internal and non-commercial use only. All other rights of SHL are reserved.