



Talent in Innovation.  
Innovation in Talent.

# Ability Verify Candidate Report



**Name**

Mr Sample Candidate

**Date**

16 May 2019

# Introduction

This report provides some feedback about the ability tests which you recently completed.

The tests that you completed provide a fair and objective assessment of your cognitive ability. Research has shown that these tests can provide reliable information concerning future performance in many different jobs. However, many other factors also play an important role in predicting job success.

You may have already received personal feedback on these results, or had this offered to you. Whoever gave you feedback and/or this report should be qualified to answer your queries about any aspect of the report.

This report is confidential and is intended for your personal use only. Please note that test results remain valid for about 12 to 18 months.

## The ability tests

In order to gain a full understanding of the meaning of your scores on the ability tests, your performance has been compared to that of a large group of individuals who have taken these tests in the past. This is known as a comparison group.

The tests that you completed include:

### The numerical ability test

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.

### The deductive reasoning test

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.

### The inductive reasoning test

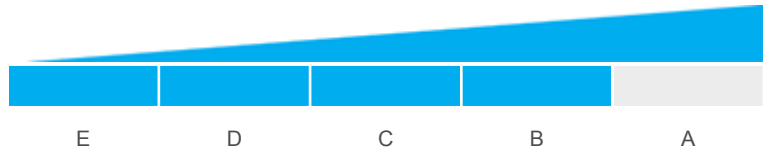
This test measures the ability to work with incomplete information and create solutions to novel problems from first principles. People who perform well on this test will have a greater capacity to think conceptually as well as analytically.

# Results

## Numerical Ability

Percentile compared to the G+ General Composite (INT) v1 comparison group

Grade **B**



Your performance on this test indicates that your numerical ability is **above average** when compared to the comparison group. This suggests that understanding or interpreting numerical data and mathematical calculations is likely to be a strength for you.

### Ideas to help improve your skills

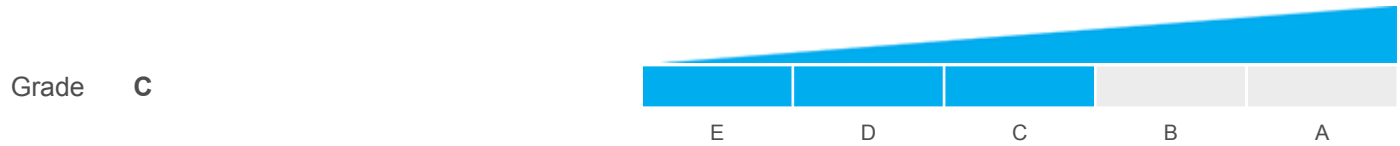
Although this skill area is likely to be a strength for you, you may be interested in things you can do to continue to improve these skills.

Developing your skills is something that requires considerable time and effort. As well as reviewing the practical tips below, think about the opportunities you have in your everyday life to challenge yourself in this skill area – How often do you deal with written reports and documents? How can you gain more exposure to this type of information?

- When you encounter situations at work or at home that require maths, use a paper and pencil to solve the problem. Do all calculations by hand when possible and check your answers using a calculator.
- Practise converting real-life situations that require maths into equations on paper. This will help you identify all the variables in a problem, solve the problems by hand, and learn how to apply your knowledge to similar problems you encounter in the future.
- Understand the relationship among decimals, fractions, and percentages and how to convert from one to the other.
- Learn how to evaluate and interpret charts and graphs and consider alternative ways that the data could be presented.
- Determine how to use all the basic, intermediate, and advanced functions on your calculator and any mathematical functions of spreadsheet software that you use.

## Deductive Reasoning

Percentile compared to the G+ General Composite (INT) v1 comparison group



Your performance on this test indicates that your deductive reasoning ability is **average** when compared to the comparison group. This suggests that you are likely to be as able as most at using sound logic to solve problems, strengthening arguments, and identifying weaknesses in the propositions of others.

### Ideas to help improve your skills

Although you are likely to be as able as most in this skill area, you may be interested in things you can do to help improve these skills.

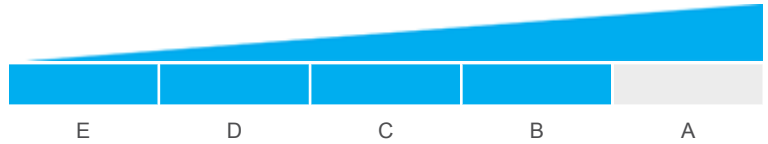
Developing your skills is something that requires considerable time and effort. As well as reviewing the practical tips below, think about the opportunities you have in your everyday life to challenge yourself in this skill area – How often do you deal with written reports and documents? How can you gain more exposure to this type of information?

- When you are debating with a friend or colleague, discuss why and how he/she came to his/her conclusions. The strength of an argument hinges upon whether a conclusion necessarily follows from the evidence.
- Many arguments leave steps out and assume that the reader or listener will fill in the blanks. Identifying and challenging these assumptions is one of the best ways to defeat an argument.
- When making arguments and drawing conclusions, always ask yourself if your conclusion **MUST** follow based on the evidence you have available. If not, determine what additional evidence is required or how your conclusion needs to be adjusted.
- If you implement a solution to a problem and it fails, reflect on your problem solving process to see if steps were left out, information was missing, or your logic was flawed.
- Read editorials in respected newspapers and identify the evidence, assumptions, and conclusions in the arguments. Think of ways that you could challenge the conclusions made by the writer.

## Inductive Reasoning

Percentile compared to the G+ General Composite (INT) v1 comparison group

Grade **B**



Your performance on this test indicates that your inductive reasoning ability is **above average** when compared to the comparison group. This suggests that understanding incomplete information and solving novel problems by creating solutions from first principles is likely to be a strength for you.

### Ideas to help improve your skills

Although this skill area is likely to be a strength for you, you may be interested in things you can do to continue to improve these skills.

Developing your skills is something that requires considerable time and effort. As well as reviewing the practical tips below, think about the opportunities you have in your everyday life to challenge yourself in this skill area – How often do you deal with written reports and documents? How can you gain more exposure to this type of information?

- Complete timed problem solving exercises and puzzles in newspapers and puzzle books.
- Practise developing a few well-thought out solutions to issues at home and at work, even if a solution already exists.
- Before you make a decision, stop and think about whether you have sufficient information to make a logical rather than intuitive decision.
- Don't always go with your first decision - force yourself to think of other alternatives before proceeding.
- Learn how to skim documents quickly to extract the key information.

# Assessment Methodology

---

## Questionnaire / Ability Test

Verify - G+ - UKE

## Comparison Group

G+ General Composite (INT) v1

---

## Person Detail Section

---

Name Mr Sample Candidate  
Report Verify Candidate Ability Test Report v1<sup>TC</sup>

---

## 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](http://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 client to reproduce, distribute, amend and store this report for its internal and non-commercial use only. All other rights of SHL are reserved.