# PEOPLE CENTRAL
recruitment . development . assessment

Ben More
XXyy Ltd

Adaptive General Reasoning Test

STANDARD REPORT

# Introduction

## Waiver

The AdaptGRT is an indicator only. People Central Ltd accepts no responsibility for selection or other decisions made using this tool and cannot be held liable for the consequences of doing so. These tools work at their best in conjunction with competency based interview questions, to both the candidate and their referees, to address potential concerns identified in each of the tests in reaching a strong decision on whether to appoint the candidate into a role.

## Context

This profile arises from a questionnaire and must be interpreted in the context of other relevant factors such as actual experience, vocational interests, training, personality, motivation, skills and aptitudes.

## Norm Group

The ratings and commentary in this report are relative to the comparison groups below.

| | |
|---|---|
| Abstract | 546 International Respondents (2010) |
| Numerical | 564 International Respondents (2010) |
| Verbal | 526 International Respondents (2010) |

## Adaptive Reasoning Test Ratings

AdaptGRT assesses the ability to reason using words, numbers, and abstract concepts. It successively selects questions from an extensive item library, and in line with the level of ability presented by each candidate. For example, if a candidate accurately answers one item, he or she will tend to be presented with a more difficult question. Alternatively, by performing poorly on an item, an individual will usually be presented with a simpler question.

As a result of adaptive administration, different candidates receive quite different test item combinations and an individually tailored test experience. It also means that candidate ability can be assessed with far fewer items than in a typical paper and pencil (i.e., non-adaptive) test, while still maintaining a high level of precision and accuracy. This translates into a time savings for the test-taker since they will not be wasting their time attempting items that are too hard or trivially easy.

# Reasoning Ability

AdaptGRT assesses the capacity (a composite of speed and accuracy) to perceive logical patterns and relationships in new material. It incorporates the ability to use logic to develop arguments that are rational and well reasoned, and to deduce the logical consequences of a given set of rules, assumptions, or relationships. While relevant to all jobs that require a high level of mental acuity, AdaptGRT is most appropriate for roles that require making a series of rational decisions that follow sequentially (i.e., one after another).

## Verbal Reasoning

The Verbal Reasoning test assesses a person's ability to use words in a logical way. It consists of items which involve an understanding of vocabulary, class membership, and the relationships between words. While this test is a measure of reasoning ability rather than educational achievement, it is nevertheless generally recognised that verbal reasoning test scores are sensitive to educational factors.

Ben More's performance on the Verbal Reasoning test places him in the upper average range when compared to the reference group. Such a score suggests that his verbal reasoning ability should be slightly better than that of most people. Although it may take him a little time to fully appreciate more complex verbal concepts, he should be able to understand relatively complicated dialogue and articulate his thinking with a fair degree of clarity.

## Numerical Reasoning

The Numerical Reasoning test assesses a person's ability to use numbers in a logical and rational way. It consists of items which assess a candidate's understanding of such things as number series, numerical transformations, the relationships between numbers, and their ability to perform numerical computations.

Ben More's performance on the Numerical Reasoning test indicates that he should have an average level of numerical ability when compared to the reference group. Scoring in this range suggests that he should cope with numerical work of a day-to-day nature with little difficulty, although it may take him some time to fully appreciate more complex numerical problems. Ben More should however have sufficient understanding of numerical concepts to be receptive to further training in this area.

## Abstract Reasoning

The Abstract Reasoning test assesses the ability to understand complex concepts and assimilate new information beyond previous experience. The test consists of items which require the recognition of patterns and similarities between shapes and figures. As a measure of reasoning it is independent of attainment and can be used to provide an indication of intellectual potential. Assessing the ability to quickly understand and assimilate new information, the abstract reasoning test is likely to predict how responsive to training a person will be.

Ben More's score on the Abstract Reasoning test shows that he has performed in the upper average range when compared to the reference group. Scoring in this band suggests that he should have a relatively high level of natural or innate ability. This should enable Ben More to grasp new and complex concepts outside of his previous experience with a degree of ease. With a greater capacity to learn than most employees, he should respond well to training and put instruction to good use.

# AdaptGRT Profile Chart

| Scale | Attempted | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | %ile |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Verbal Reasoning | 15 of 15 | | | | | | ● | | | | 70 |
| Numerical Reasoning | 13 of 15 | | | | ● | | | | | | 55 |
| Abstract Reasoning | 13 of 15 | | | | | ● | | | | | 66 |

Scores based on stanine values with Mean=5 and SD=2.

Norms used:

| | |
|---|---|
| Abstract | 546 International Respondents (2010) |
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| Verbal | 526 International Respondents (2010) |