

**Arthur Pass | ABC Ltd**  
**28 Oct 2022**

**EXPERT**

# STANDARD REPORT

**CRITICAL REASONING TEST**



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## GUIDE TO USING THIS REPORT

### INTRODUCTION

Critical reasoning tests provide an estimate of the candidate's ability to use numerical and verbal information in a logical and rational way. They aim to assess the ability to understand different types of numerical information and complex verbal arguments. However, they do so on the assumption that the tests were completed unassisted and under standard conditions.

### REFERENCE GROUP (NORMS) USED

The following norms were used to generate this report:

Test	Norm Used	Sample Size
Verbal Critical Reasoning (VCR)	Graduate/Managerial (2018)	3616
Numerical Critical Reasoning (NCR)	Graduate/Managerial (2018)	3616

### DISCLAIMER

This is a strictly confidential assessment report on Arthur which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Arthur.

The results must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, personality preferences, motivation, interests, values and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



## RESULTS

### VERBAL CRITICAL REASONING

The Verbal Critical Reasoning test assesses a person's ability to critically evaluate complex verbal arguments. Consisting of items which involve drawing logical conclusions and inferences from passages of text, this test measures the ability to correctly understand complicated written arguments and accurately perceive the consequences and corollaries of these arguments. While this test is a measure of reasoning ability rather than educational achievement, a person's score on this test will nonetheless be sensitive to educational achievement.

Arthur's performance on the Verbal Critical Reasoning test indicates that, compared to other Graduate/Managerial (2018), he should have a well above average ability to critically evaluate complex texts. This score suggests that his ability to accurately deduce the logical consequences of a given argument should be in excess of that of most employees. Having a good grasp of complex material, Arthur should understand the logic of difficult written arguments and use words appropriately.

### NUMERICAL CRITICAL REASONING

The Numerical Critical Reasoning Test assesses a person's ability to use numerical information which is presented in a tabular form in a logical and rational way. The test consists of items which assess the candidate's understanding of a variety of types of tables of numerical information. These include tables of such information as share prices, economic indicators (e.g. exchange rates, rates of inflation, departmental budgets etc.) In order to assess their understanding of this information the test taker is required to identify trends and patterns in the data and perform simple numerical transformations and estimations based on a selection of the appropriate information in each table.

Arthur's performance on the Numerical Critical Reasoning test places him in the upper average band when compared to the population of Graduate/Managerial (2018). This suggests that he should understand and correctly interpret numerical information a little better than the average employee. In turn, he should be able to draw conclusions and inferences from this data with a fair degree of accuracy. Consequently, Arthur should cope with the demands of most jobs which require dealing with numerical information and basing decisions upon such data.



# PROFILE SUMMARY

## CRITICAL REASONING PROFILE

Scale	Description	Raw	Attempted	1	2	3	4	5	6	7	8	9	%ile
VCR	Verbal Critical Reasoning	42	49								8		94
NCR	Numerical Critical Reasoning	18	30						6				72

**Norms Used:**

**Verbal Critical Reasoning (VCR)** = 3616 Graduate/Managerial (2018)

**Numerical Critical Reasoning (NCR)** = 3616 Graduate/Managerial (2018)



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**EXPERT**

# STANDARD REPORT

**ABSTRACT REASONING TEST**



**ABILITY  
ART**

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# GUIDE TO USING THIS REPORT

## INTRODUCTION

The Abstract Reasoning Test (ART) is designed to assess reasoning ability in its 'purest' and most abstract form. It has been specifically developed to discriminate between candidates of above average ability, whose aptitude is being assessed for professional, senior managerial and graduate level employment. Matrix reasoning tests, in the format of the ART, are generally considered to provide the best method for assessing a person's fluid intelligence; or 'innate' mental ability. By assessing reasoning ability without reference to prior knowledge or experience such tests are designed to provide a measure of a person's 'potential', independently of that person's educational experience and achievement to date. Moreover, by not providing respondents with any contextual clues that might help them anticipate the logic underpinning the items, matrix reasoning tests are considered to assess 'mental flexibility'; namely the ability to apply 'pure logic' adaptively to understand novel situations and analyse new problems.

Abstract Reasoning assesses holistic deductive reasoning; namely, the ability to understand the logical rules that govern patterns which change simultaneously across more than one dimension. As such, the particular aspect of reasoning ability that the ART assesses is central to strategic thinking, to the ability to grasp the 'big picture' and understand complex 'real world' (i.e. multi-dimensional) problems. The Abstract Reasoning Test is therefore particularly relevant for assessing candidates for roles which require the incumbent to think strategically, understand novel situations they have not encountered before and take logical decisions based on a sound understanding of complex, multi-dimensional patterns and relationships.

Tests of general mental ability, such as the ART, have consistently been found to be the best single predictor of job performance and trainability. Combining reasoning test scores with the results from personality tests can further improve the prediction of job performance, as can the use of job sample tests, assessment centre exercises and structured interviews. In roles where interpersonal skills (e.g. persuasiveness, diplomacy, etc.) or individual competencies (emotional intelligence, the ability to cope with stress, etc.) are important to successful performance, it may be particularly appropriate to combine information obtained from reasoning tests with the results of a personality test. In roles where experience and acquired knowledge are central to effective performance, it may be particularly appropriate to combine information obtained from reasoning tests with information obtained from assessment centre type exercises, etc.

## REFERENCE GROUP (NORMS) USED

The following norm was used to generate this report:

Test	Norm Used	Sample Size
Abstract Reasoning (ART)	Respondents	121

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The results must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, personality preferences, motivation, interests, values and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.



# ABSTRACT REASONING

## RESULT DESCRIPTION

Arthur Teoh's score on the Abstract Reasoning Test indicates that, with respect to the chosen reference group, he has a typical level of natural (i.e., untutored) reasoning ability. This score indicates that he is likely to be as able as most graduate calibre staff to correctly identify complex patterns in material that he has not encountered before, without the need to use contextual cues to aid his understanding and comprehension. His scores also indicate that he is likely to have as strong an ability as most graduate level staff to be able to understand the logic that underpins patterns that change independently across two dimensions, and deduce the consequences of these patterns without reference to previous knowledge and experience.

As a result Arthur Teoh would be expected to have as much 'mental flexibility' as most staff of broadly graduate level ability. Having demonstrated an average ability (with respect to the chosen reference group) to logically analyse and understand novel problems, he should be as able as most graduate calibre staff to perceive the significance of complex new situations and correctly extrapolate the likely (future) consequences of the patterns and relationships he has identified in these situations. While he would be expected to have a reasonable ability to think strategically, it may take him somewhat longer than the highest calibre staff to fully appreciate the finer points of complex strategies.

While he should be capable of learning quite complex, relatively intellectually demanding material, it is likely to take him a little longer to do so than it would take very high calibre staff. Moreover, he might be expected to have a little difficulty fully appreciating the subtleties of the most abstract concepts, and the most complex logic. While he should be quite capable of benefiting from high level training and instruction, it may take him a little longer than some to fully understand particularly difficult material.

## RESULTS CHART

Scale	Description	Raw	Att.	1	2	3	4	5	6	7	8	9	T Score	%ile
ART	Abstract Reasoning	20	35					5					51	53

Norm Used:  
Abstract Reasoning = 121 Respondents

Scale	Description	Percentage Items Correct	Percentage Items Attempted	Percentage Accuracy
ART	Abstract Reasoning	57	100	57