Talent in Innovation.
Innovation in Talent.

SHL Verify Interactive G+ Report

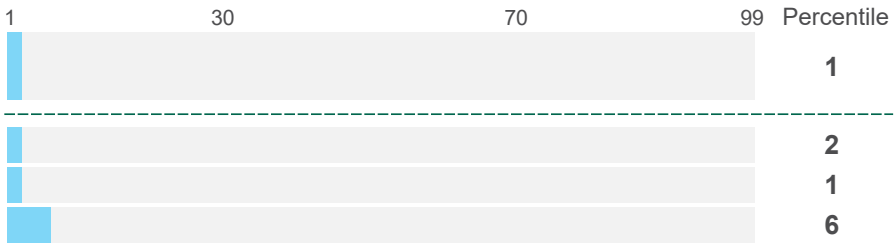
Name
Sam Sample

Date
July 1

SHL Verify Interactive G+ Report

This G+ Report provides the scores from Sam Sample's G+ Ability Tests. If these tests were unsupervised, there is a small possibility that these scores do not represent the candidate's actual level of ability.

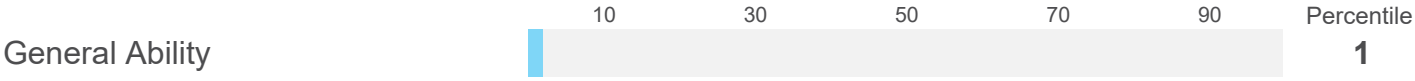
Overview



Details

General Ability Description

The General Ability score is based on performance on all of the questions on this test across all cognitive abilities. Every candidate has strengths and weaknesses, but this score gives an indication of how the candidate is likely to perform on cognitively loaded tasks generally. For more specific information about the candidate's strengths and weaknesses, please refer to the feedback for each of the cognitive abilities included in the test.



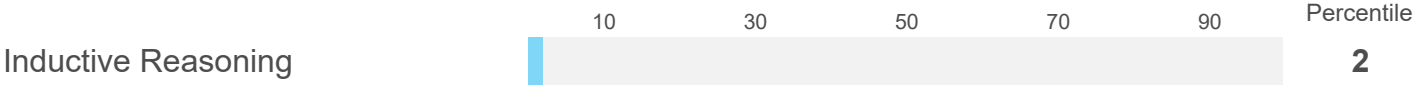
Language: English - International

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

Sam Sample's estimated general ability is well below average when compared to the comparison group. The candidate's result is better than 1% of the people in this group. This suggests that the candidate will have considerable difficulty in cognitively loaded tasks generally as compared to the group.

Inductive Reasoning Description

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.



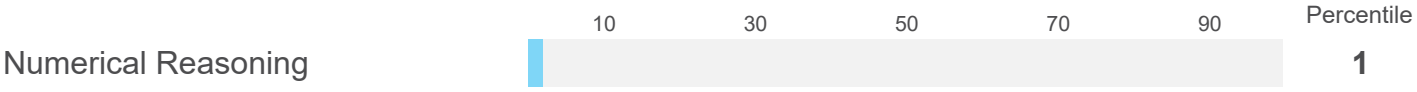
Language: English - International

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

Sam Sample's estimated inductive critical reasoning ability is well below average when compared to the comparison group. The candidate's result is better than 2% of the people in this group. This suggests that the candidate will have considerable difficulty in understanding incomplete information and solving novel problems by creating solutions from first principles.

Numerical Reasoning Description

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.



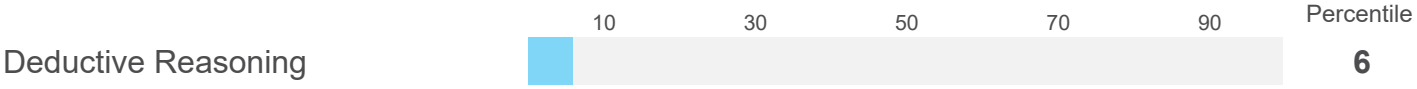
Language: English - International

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

Sam Sample's estimated numerical reasoning ability is well below average when compared to the comparison group. The candidate's result is better than 1% of the people in this group. This suggests that the candidate will have considerable difficulty in understanding or interpreting numerical data and mathematical calculations as compared to the group.

Deductive Reasoning Description

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.



Language: English - International

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

Sam Sample demonstrates well below average deductive reasoning ability compared to the comparison group. The candidate's result is better than 6% of the people in this group. This individual demonstrates a poor level of deductive reasoning ability compared to others at similar job levels. This person will most likely be unable to work with simple logical arguments, and may experience serious difficulty in identifying assumptions in more complex arguments. This individual's low level of deductive reasoning is likely to affect the candidate's ability to use sound logic and draw any conclusions based on available information. At work, this individual is likely to take much longer than others to solve problems and will be incapable of identifying the amount of information necessary to draw conclusions. This person will struggle to form solid arguments, identify any weaknesses in the arguments of others, and develop any solutions to problems.

Guidelines for using these results

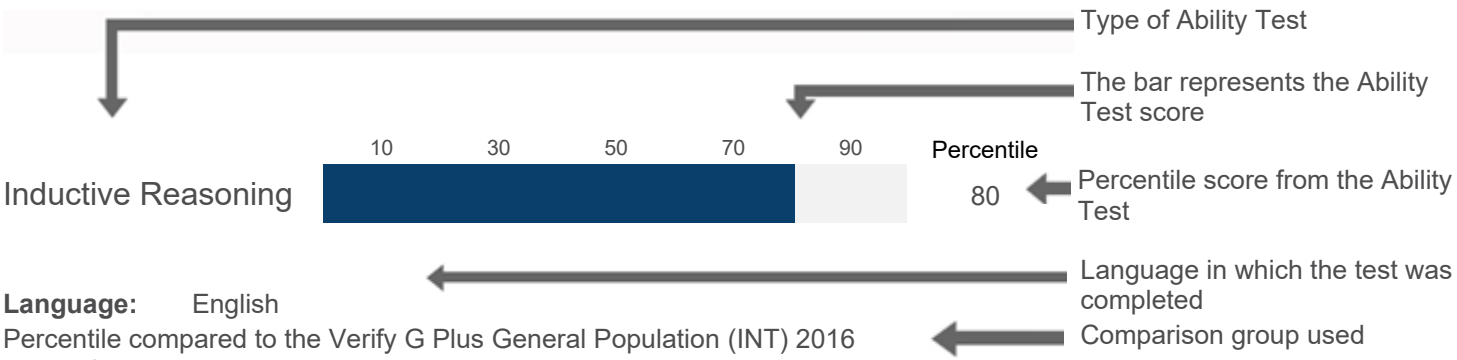
How to verify a result

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: • 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.

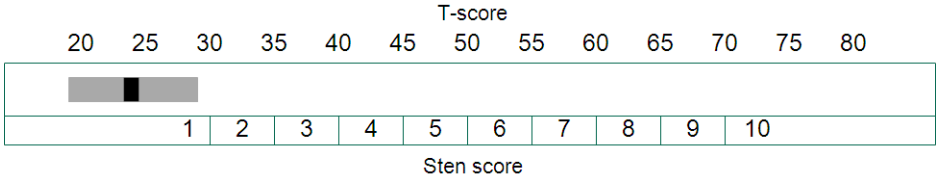
Technical information

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.

Name: **Sam Sample**
Type of Test: **General Ability**

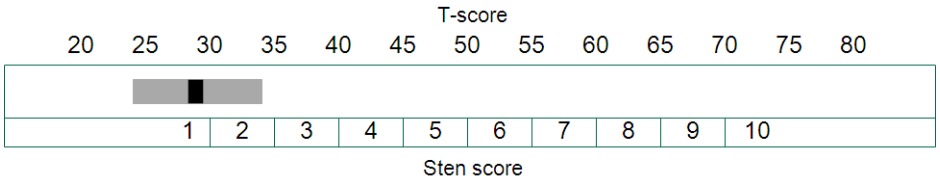
Language: **English - International**
Comparison Group: **Interactive G+ General Composite (INT) v1**



T-score: **24** Sten-Score: **1**

Name: **Sam Sample**
Type of Test: **Inductive Reasoning**

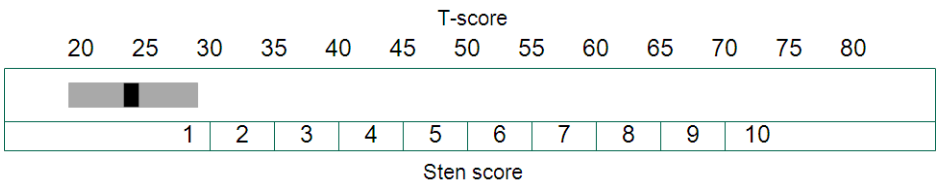
Language: **English - International**
Comparison Group: **Interactive G+ General Composite (INT) v1**



T-score: **29** Sten-Score: **1**

Name: **Sam Sample**
Type of Test: **Numerical Reasoning**

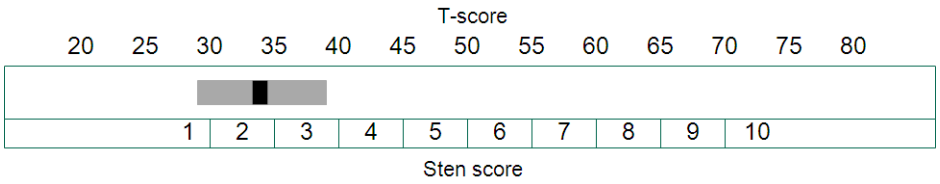
Language: **English - International**
Comparison Group: **Interactive G+ General Composite (INT) v1**



T-score: **24** Sten-Score: **1**

Name: **Sam Sample**
Type of Test: **Deductive Reasoning**

Language: **English - International**
Comparison Group: **Interactive G+ General Composite (INT) v1**



T-score: **34**

Sten-Score: **2**

Assessment Methodology

Questionnaire / Ability Test	Comparison Group
Verify Interactive - G+ - UKE	Interactive G+ General Composite (INT) v1

Person Detail Section

Name	Sam Sample
Report	SHL Verify Interactive G+ 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.

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