

CANDIDATE ABILITY TEST FEEDBACK REPORT

Enhanced Battery



Becca Example

Completion date: 31/01/2022

This report could be used by:

Becca, for the purposes of self-awareness and personal development.

This report describes:

The results of Becca's ability test performance. The report covers:

B2C Verbal Reasoning Test (Enhanced)

B2C Numerical Reasoning Test (Enhanced)

B2C Checking Test (Enhanced)

B2C Abstract Reasoning Test (Enhanced)



UNDERSTANDING THIS REPORT

Introduction

This report describes the main findings from the Clevry online ability test(s) you completed on 31/01/2022. These assessments included:

B2C Verbal Reasoning Test (Enhanced): A mid-level test of verbal critical-reasoning designed to place demands on the respondent's abilities to deal with a range demands, challenges and decisions associated with mid-level roles. Becca's performance on this test has been compared to the B2C (Enhanced) Verbal Reasoning Comparison Group (2019); which comprises a diverse group of individuals who completed the B2C (Enhanced) verbal reasoning test in English between 2017-2020.

B2C Numerical Reasoning Test (Enhanced): A mid-level test of numerical reasoning designed to place demands on the respondent's abilities to deal with business, financial and numerical data. Becca's performance on this test has been compared to the B2C (Enhanced) Numerical Reasoning Comparison Group (2019); which comprises a diverse group of individuals who completed the B2C (Enhanced) numerical reasoning test in English between 2017-2020.

B2C Checking Test (Enhanced): A test of error checking designed to place demands on the respondent's abilities to quickly learn a rules-based system and apply it in order to reconcile the outputs of a computer with the original hand-recorded information. Becca's performance on this test has been compared to the B2C Checking Comparison Group (2019); which comprises a diverse group of individuals who completed the B2C checking test in English between 2016-2020.

B2C Abstract Reasoning Test (Enhanced): You will be required to analyse complex abstract information to solve a series of business related problems. In order to do this you will be required to think logically and methodically to recognise the patterns, rules and trends contained within the information you are provided with. This assessment is likely to take you around 24 minutes to complete. Becca's performance on this test has been compared to the B2C (Enhanced) Abstract Reasoning Comparison Group (2018); which comprises a diverse group of individuals who completed this abstract reasoning test for UK based organisations between 2015-2018.

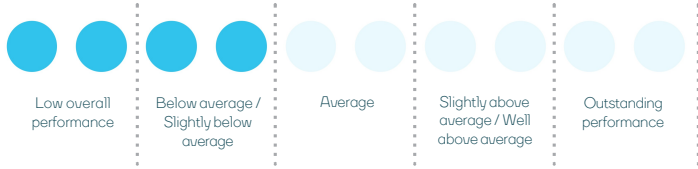
We compare your scores to a group of individuals who have completed the test previously to allow a meaningful comparison point for your performance. The comparison group will be representative of the candidate population or current job holders and ensures the strengths of your abilities can be understood relative to others, rather than being based on how many questions you got right or wrong alone.

Important points

When reading this report, please remember the following points:

- Clevry ability tests are very reliable but they are not infallible. This means that whilst test results are in most cases, consistent and trustworthy, they are not 100% accurate and may be subject to mistakes or inaccuracies.
- Ability is not fixed and may improve with practice, training and development. At the end of this report you will find some development advice to help with your ability test performance.
- Employers may choose to use psychometrics during recruitment or development situations as ability test performance is highly correlated with job performance.
- For further interpretation of your profile, you should seek the advice of a trained platform user – usually the individual or organization who asked you to complete the assessments.

OVERALL PERFORMANCE

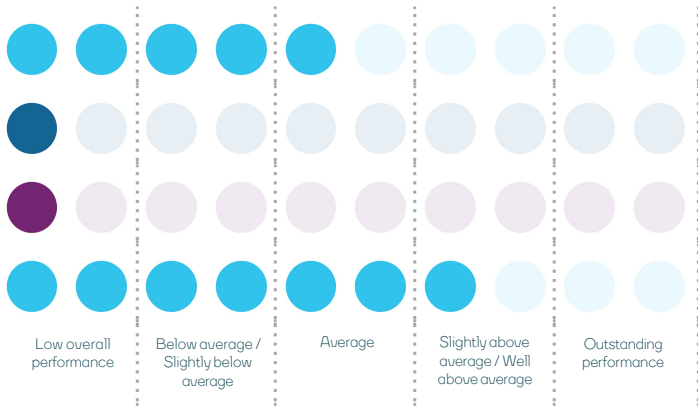


Overall performance index

Based on combined B2C Verbal Reasoning Test (Enhanced), B2C Numerical Reasoning Test (Enhanced), B2C Checking Test (Enhanced), B2C Abstract Reasoning Test (Enhanced) ability results.

Overall performance: Your overall performance is based on a combination of your ability test results. Taken together, your ability test results indicate that your performance was within the Slightly below average range, compared to **candidates** in the comparison group.

Detailed ability test results



B2C Verbal Reasoning Test (Enhanced)

B2C Numerical Reasoning Test (Enhanced)

B2C Checking Test (Enhanced)

B2C Abstract Reasoning Test (Enhanced)

B2C Verbal Reasoning Test (Enhanced)

Your score on the B2C Verbal Reasoning Test (Enhanced) was within the Average range. The time limit for this test is 9 minutes and you took 0 minutes 50 seconds. The average completion time for this test is 7 minutes and 98% of candidates attempt all the questions within the time limit. Please note that this completion time is not an indication of ability.

Development opportunities

Regardless of your performance on the **verbal assessment** there are always ways to further develop your skills and **strengthen the abilities measured by this test**. The test measured your ability to respond effectively to tasks at work that place demands on your **verbal abilities**, such as evaluating and interpreting information, making decisions based on written materials, problem solving and working with reports, emails and letters.

Your raw verbal ability can be exercised and developed through any activity that requires you to use it. Activities and advice include:

- Reading – the more complex the material the better. Fiction, non-fiction, newspapers, reports; it all helps build your comprehension
- Visualise written pieces – Forming a vivid mental picture of the things that are being described in the text can help make sense of the written content
- Don't make assumptions – everything you need to answer correctly will be contained in the passage associated with each question. Even if you believe something to be true outside of the text, you should disregard it and go by the information provided in the test.
- Composing letters, reports or written arguments or getting involved in discussions can help develop your verbal abilities more generally
- Taking part in discussions or debates
- Completing crossword puzzles, word games, problem-solving challenges can help build critical reasoning skills

B2C Numerical Reasoning Test (Enhanced)

Your score on the B2C Numerical Reasoning Test (Enhanced) was within the Low overall performance range. The time limit for this test is 18 minutes and you took 0 minutes 26 seconds. The average completion time for this test is 16 minutes and 98% of candidates attempt all the questions within the time limit. Please note that this completion time is not an indication of ability.

Development opportunities

Your **numerical test** performance could be developed to **improve the abilities measured by this test**. The test measured your ability to respond effectively to tasks at work that place demands on your **numerical abilities**, such as evaluating financial information, performing calculations, interpreting numerical data and working with accounts, profit & loss reports, prices and statistics.

Your raw numerical ability can be exercised and developed through any activity that requires you to use it. Activities include:

- Working with numerical data in your everyday life will help build your confidence, speed and accuracy in test conditions. Activities may include managing budgets, performing mental arithmetic such as adding up costs or bills in your head, or balancing accounts.
- Reading publications which contain numerical information to help build your familiarity with data presented in graphs, tables, and charts. This can help build your confidence working with numerical data and reduce the time it takes you to work out a question.
- Revisit basic mathematical constructs such as ratios, percentages, fractions, and decimals, and how these can be calculated and manipulated, especially related to time, currency, and measurement.
- Completing number-games and puzzles, such as sudoku are accessible means to build your numerical skills

B2C Checking Test (Enhanced)

Your score on the B2C Checking Test (Enhanced) was within the Low overall performance range. The time limit for this test is 10 minutes and you took 0 minutes 18 seconds. The average completion time for this test is 6 minutes and 98% of candidates attempt all the questions within the time limit. Please note that this completion time is not an indication of ability.

Development opportunities

The **checking test** measured your ability to **accurately detect errors across two pieces of information**

Your raw checking ability can be exercised and developed through any activity that requires you to use it, and you can benefit from developing error-checking skills for both verbal and numerical pieces of data. Activities include:

- Proofreading materials of any format and context can help get you used to spotting mistakes or inconsistencies
- Consider your approach to the test – could checking the data methodically, i.e. one step at a time, or reading the material out loud help your performance? Checking twice can also help if time allows
- Completing puzzles and tasks that draw on your attention to detail can help develop your error spotting skills

B2C Abstract Reasoning Test (Enhanced)

Your score on the B2C Abstract Reasoning Test (Enhanced) was within the Slightly above average range. The time limit for this test is 24 minutes and you took 2 minutes 16 seconds. The average completion time for this test is 16 minutes and 98% of candidates attempt all the questions within the time limit. Please note that this completion time is not an indication of ability.

Development opportunities

The test measured your ability to respond effectively to tasks at work that place demands on your **abstract reasoning abilities**, such as making sense of complex data to solve problems or identifying solutions by making sense of trends and patterns within several sources of information.

You may wish to undertake some development activities to further enhance your abstract reasoning skills. Activities and advice include:

- Completing logic puzzles, word games, problem-solving challenges can all help build critical reasoning skills
- Practice – your performance can improve with practice for most tests but practicing for abstract reasoning tests can really help build your ability to spot patterns and disregard irrelevant or distracting information.
- Read about and learn common abstract reasoning patterns relating to number, shape, colour and arrangement. There are plenty of resources online including helpful mnemonics to develop your skills

GENERAL ADVICE WHEN TAKING AN ABILITY TEST

Your general mental ability test performance can be improved through practice and better test-taking strategies. Techniques include:

- **Practice!** You can improve your chances of doing well by trying some practice questions while preparing for taking the tests. This will help you become more familiar with the format of the tests, so you have a better idea of what to expect, as well as developing your skills in the relevant areas. Most ability tests will provide you with some practice questions before you start so you know exactly how the test content will be presented, but there are lots of free resources available online for additional practice materials.
- Clevery offer each individual access to our '**Joy at Work**' journey which provides you with a rich development journey to better understand your strengths and development areas at work, along with key drivers and motivators. The Joy at Work journey offers a range of tools for you to access free of charge and includes the opportunity to take some of our ability tests. Register here to make use of the resources: <https://joy.clevery.com/>
- **Familiarise yourself with the types of tests you will be asked to complete.** There are many types of ability tests used in both recruitment and selection scenarios including verbal, numerical, abstract, mechanical and detail checking tests. Knowing what tests you will be taking will help to ease your nerves on the day and allow you to practice developing your skills in the relevant area.
- **Your test environment matters.** It might seem obvious, but you will benefit from taking the test in a place that is quiet and where you are unlikely to be disturbed. Having a good internet connection is also key to ensure you won't lose connection mid-test.
- **Your device.** Where possible we recommend you take an assessment on a laptop or desktop PC rather than a mobile device or tablet. Devices with larger screen sizes allow you to access reference materials with ease, and the use of a keyboard and mouse make for smoother navigation throughout the candidate journey than touch-screen devices.
- **Pace yourself.** Ability tests are usually timed so it's important to know how much time you have for the tests and the number of questions so that you can pace yourself. If you find a particular question difficult do not spend too much time on it. Give the answer you think is best but avoid simply guessing.
- **Read the instructions carefully.** The instructions may contain important information such as recommendations for having a calculator or scrap paper available during the test, test timings and the number of questions. By reading the instructions carefully (or even reading them twice!), you will ensure that you have a good understanding of what is to come before beginning the test.
- **Ask questions.** If there is anything that you do not understand, make sure you ask about it before you start the test. Get in touch with the person who asked you to complete the assessments to seek help if needed. All good test providers should be able to make reasonable adjustments to assessments for those who need accommodations.
- Clevery's Head of Science and Technology, Dr Alan Redman, has written and published some books giving you access to additional practice questions and expert coaching advice to help you when taking timed ability assessments. The 'Practise & Pass' books are available for both numerical and verbal reasoning tests. Your general mental ability test performance can be improved through practice and better test-taking strategies.