



STRICTLY CONFIDENTIAL

**Cognitive Assessment Report for
Company XYZ**

Sam Sample

14th July, 2008

Position: Sales Manager

Report prepared by: Psylutions, Business Psychologists

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USE OF REPORT

This assessment report contains information that can assist you in making selection decisions. The report provides insights into the candidate's analytical and problem solving abilities, operating style and approach to work, interpersonal style, work values and drives.

Given that everyone has strengths and developmental opportunities, caution should be taken when reading this assessment report. Take into account the candidate's overall suitability for the role rather than focussing on specific statements.

Psychological assessment provides valuable information not available through other processes. However, this assessment is not intended to replace other sources of information available on the candidate. Rather, the information in this assessment report should be used in conjunction with data collected through reference checking, interviews and resume evaluation. In addition, this report provides information that can be used as a guide for questions to ask during reference checking and further interviews.

PURPOSE

The test results provide a valid measure of some, but not all, components of job performance. The test results should therefore not be used in isolation of the other data you have collected on the candidate. This report should be used to assist you in making an informed decision on the candidate; it should not be the primary driver of your decision. The information obtained from a well-structured behavioural interview and thorough reference checking should be used in conjunction with this report.

If you have received seemingly contradictory information from the different methods used in the selection process, you will need to investigate further by, for example, additional interviewing, structured reference checking and/or discussion with a Psylutions Consulting Psychologist.

The information contained in this report is valid for selection purposes for a period of up to approximately 18-24 months. Consideration should be given to re-testing a candidate after this time period has elapsed, where selection, placement, promotion or development opportunities arise.

CONFIDENTIALITY

This assessment report is highly confidential and must be kept secure by the recipient specified on the cover page.

This report is not to be shown nor released to the candidate.

The candidate may receive feedback on the assessment results from a Psylutions Consulting Psychologist.

The specific content of this assessment report should not be discussed with the individual unless a Psylutions Consulting Psychologist is present, given that there is strong possibility misinterpretation.

INTRODUCTION

Sam Sample completed a series of cognitive ability tests on 14th July, 2008 as part of the selection process for a Sales Manager role with Company XYZ. On this occasion, Sam completed an abstract reasoning, verbal reasoning and numerical reasoning test. Sam's results are summarised below.

ABILITY TEST RESULTS

| Test | Number Attempted | Number Correct | T Score | Management Sample | Range |
|------------------------------|------------------|----------------|---------|-----------------------------|--------------------|
| Conceptual Reasoning | 40/40 | 16/40 | 34 | 6 th percentile | Well Below Average |
| Numerical Critical Reasoning | 21/35 | 17/21 | 51 | 54 th percentile | Average |
| Verbal Critical Reasoning | 30/32 | 20/30 | 51 | 54 th percentile | Average |

INTERPRETATION OF ABILITY TEST RESULTS

Conceptual Reasoning

This score suggests a thinking style that depends on concrete information and the candidate may require a long time frame for learning and problem solving. The candidate may struggle when confronted with problems requiring flexibility and conceptual reasoning power.

Numerical Critical Reasoning

This score suggests a good capacity to make reasoned judgments from numerical data presented in a range of formats. The candidate should feel comfortable when required to perform calculations of a reasonably complex nature but may require additional time when presented with new information in order to become familiar with the data and its patterns.

Verbal Critical Reasoning

This score suggests that the candidate is likely to have a straightforward and intelligible communication style, particularly on topics where they are considered to be an expert. They may require extra time and assistance when dealing with complex or technically sophisticated material. The candidate should be expected to produce good quality verbal and written communications.

ON THE JOB PERFORMANCE

Sam's cognitive ability tests results are likely to mostly facilitate his performance in the role of Sales Manager at Company XYZ. Sam's conceptual reasoning results indicate that he can find it quite challenging to solve new problems that require him to think 'outside the square,' and he is likely to have difficulty working with ambiguous material. His results on the verbal critical reasoning test suggest that he should be able to effectively evaluate written information and communicate in a clear manner to others, especially when he is working with information that he feels confident with. Sam's numerical reasoning skills indicate that he may be able to work effectively with numerical or statistical information of a relatively complex nature, but may need additional time when working with budgetary or financial information that is presented in a new format, or that he has no previous experience with.

ASSESSMENT TOOLS**Verbal Critical Reasoning (VMG4)**

Measures the ability to evaluate the logic of different kinds of argument. The tasks set and the topics covered are designed to be relevant to managerial work, enhancing the suitability of the test for use with graduates, managers and professional staff. The task is to decide whether a statement made in connection with given information is true or untrue, or whether there is insufficient information to make a judgement.

Numerical Critical Reasoning (NMG4)

Measures the ability to make correct decisions or inferences from numerical data. The tasks set and data presented are highly relevant to a range of management level jobs. Candidates may use a calculator, which further increases the relevance of the context, and puts the emphasis clearly on understanding and evaluation rather than computation.

Abstract Reasoning (DC3.1)

This test measures reasoning with diagrams and requires the recognition of logical rules governing sequences. It is suitable for any occupation where logical or analytical reasoning is required. As a measure of one component of cognitive ability, it specifically measures the ability to perceive, understand and grasp complex relationships amongst abstract or unfamiliar items. It is relatively culture fair and language free in terms of item content, so is valuable for use with candidates in cases where English is not their first language.