

**Sam Sample**

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**14/06/2009**

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# Reasoning Abilities Analysis

## Reasoning Ability Overview

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 be presented with a more difficult question. Alternatively, by performing poorly on an item, an individual will 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.

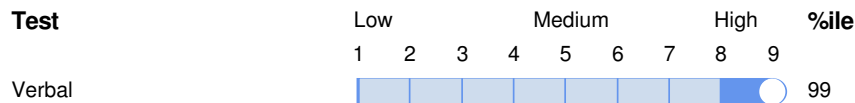
AdaptGRT assesses the capacity (a composite of speed and accuracy) to perceive logical patterns and relationships in new material. It incorporates the ability to use logic to develop arguments that are rational and well reasoned; and to deduce the logical consequences of a given set of rules, assumptions, 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.

Compared to the reference group, Sam Sample's performance on the Verbal Reasoning test suggests that he has 'excellent' verbal reasoning skills. Scoring in this range, Sam Sample should be able to perceive the relationships between complex ideas and deduce their logical consequence. Having achieved a score which is only obtained by the top 5% of the reference group indicates that Sam Sample's level of verbal reasoning ability is likely to be well in excess of that displayed by most people. He has demonstrated a strong ability to use words in a logical and rational way and should have a very good command of language.

Having such a high level of verbal reasoning ability, Sam Sample's should have little difficulty understanding the logic of subtle arguments and should be able to use words in a well reasoned way. In line with this, he should not have any difficulty understanding complicated instructions and explaining difficult ideas and concepts to others. As a result Sam Sample should be more receptive than the average person to training and development programmes that demand a high level of verbal ability.

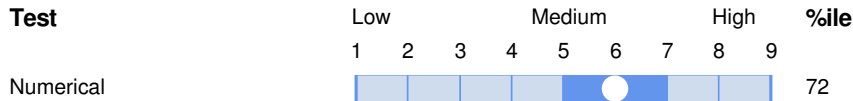


## Numerical Reasoning

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.

Sam Sample's performance on the Numerical Reasoning test suggests that he has a 'slightly above average' level of ability to understand numerical concepts, compared to the reference group. This suggests that he should be slightly more able than most staff to perceive the logical patterns and relations between numbers, to understand the rules that govern these patterns, and to deduce their consequences.

Sam Sample has demonstrated that he should be able to work with numbers in a fairly logical and rational way and carry out numerical operations with relative ease. While it might take him a little longer than some high calibre staff to solve complex numerical problems, he is nevertheless likely to get to grips with such issues given sufficient time. In line with this, he should have more than sufficient numerical ability to cope with routine numerical work. With training, he should also be able to learn some higher level numerical skills, particularly if these are taught in a well structured way. He may however have a little difficulty fully grasping the mathematical principles that underlie these skills.

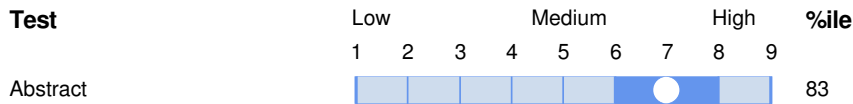


## Abstract Reasoning

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.

Sam Sample's score on the Abstract Reasoning test indicates that he has a 'well above average' level of fluid or 'innate' (i.e. natural) reasoning ability. This suggests that his level of fluid ability is likely to exceed that of many staff. In line with this, he has demonstrated an ability to perceive abstract logical patterns and relationships between novel material, and to correctly deduce the consequences of these relationships using innate logic (i.e. without calling upon other learnt knowledge or information).

Sam Sample's performance on the Abstract Reasoning Test suggests that he has a fairly good ability to grasp new concepts and ideas outside of his previous experience, and should understand abstract logic (i.e. logical relationships which are not contextualised). This should enable him to quite quickly understand new material, even if it is relatively complex and fairly abstract in nature. As a result, he should be able to benefit from further training and development.



# AdaptGRT Profile Chart

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