



REVELIAN

POSITION REPORT EXAMPLE POSITION

Number of Candidates Assessed: 4
Report Date: 16 Aug 2016
Assessment Date: 13 Oct 2010 - 16 Aug 2016
Client/Company: ABC Company
Report Interpretation: [Position Report Module](#)

Assessments Included	eLearning Module
Cognitive Ability Test (RCAT)	
Please note:  This eLearning module provides an overview of the assessment theory and how to interpret the results.	
Notice To Report Recipient(s) <p>Information contained within this report is private and confidential, and is provided on the basis that its recipient(s) will use it responsibly.</p> <p>Revelian's involvement in the recruitment process is limited to providing the prospective employer with information regarding the relevant attributes of candidates as measured by Revelian assessments. It is the prospective employer who makes final selection decisions. As some assessments were completed unsupervised by candidates, Revelian can not guarantee that their responses are their own. Supervised testing, where possible, is recommended in this case.</p> <p>Revelian recommends that assessment information be considered along with information gained from other sources when making final selection decisions.</p>	

REPORT INTERPRETATION AND SUPPORT

Revelian provides the following supporting resources and options to ensure appropriate interpretation of candidate assessment reports.


Support Resources

1. **Report Interpretation Modules** appear throughout this report to help you interpret the information presented. Please click on the link provided to view an online presentation providing a generic overview of the content and structure of the report. The modules are designed to help support your interpretation of the results and ultimate recruitment decisions.



Please click the media icon to view the [Position Report Interpretation Presentation](https://app.revelian.com/reports/position/) (https://app.revelian.com/reports/position/).

Further report interpretation modules are available within Individual Reports, which are accessible by clicking on the candidate's name in the Suitability Index below.

2. **eLearning Modules** provide you with a comprehensive overview of each assessment, including assessment theory, structure of the assessment, candidate experience and interpretation of results. These training modules are accessed via the 'Learning Centre' in your Revelian Workspace. Please revisit these modules as often as you like as an ongoing reference.
3. **Psychologist Support** is available as needed. To arrange further consultation with a Revelian Psychologist, please telephone 1300 137 937 (within Australia), 0800 046 9690 (within United Kingdom) or +61 7 3552 5700  (outside Australia) during business hours. Alternatively, please email: clientservices@revelian.com.

INTRODUCTION

The following report provides information regarding the suitability of candidates currently being considered for the position of Example Position. Conclusions made regarding each candidate's suitability are based solely upon the results they achieved on Revelian's Cognitive Ability Test (RCAT).

In the interests of brevity, this report provides summary information only. To access more specific information regarding the results achieved by candidates, reference should be made to the Individual Reports pertaining to each candidate. These reports are accessible by clicking on the links displayed in Table 1.

ASSESSMENT INFORMATION

One assessment was used for the current position:

The **RCAT** provides information on candidates' likely levels of work performance in the future. A compelling body of research has proven that cognitive ability tests are a powerful predictor of future work performance. Cognitive ability tests work by assessing the ability to acquire, retain, organise, and apply information.

RESULTS

In order to give meaning to a candidate's score on the RCAT this score has been compared to the scores obtained by a number of other individuals within one or more comparison groups. The results shown in this report reflect each candidate's standing with respect to the comparison groups. Each candidate's score was assessed in terms of the percentage or proportion of the comparison group that it exceeded. For example, a score of 50% indicates that the candidate's score exceeded 50% of the people in the relevant comparison group. Additionally, each candidate's score was given a classification to describe the range in which it fell. As is shown below, these classifications represent different parts of the "normal" curve that is produced when the scores of large groups of people are plotted.



The comparison groups selected for this position were:

A sample of **ABC Company**

This is a highly pertinent comparison as it provides insight into how the candidate's level of cognitive ability compares with those of an appropriate sample of staff within the actual organisation to which the candidate has applied.

A sample of those engaging in similar work - in this case, people in the **Accounting & Finance industry**

This industry comparison provides important information about the candidate's cognitive ability by comparing it to those of a group of individuals with which they may be expected to successfully perform and compete.

A sample of **Graduates**

This comparison is particularly useful as it evaluates the candidate's level of cognitive ability in relation to those of others who are also expected to successfully undertake a similar level of managerial responsibilities.

The candidates' scores with respect to these comparison groups are shown in table 1 below.

One further point to consider is the verification of candidate scores on the cognitive ability test. As this assessment has right and wrong answers, candidates can be asked to complete a parallel form of the assessment under supervised conditions to verify their original result. Candidates whose scores have been verified are shown with a "V" below their RCAT result. Alternatively, if candidates have not completed assessments under supervised conditions, then "NV" will be displayed below their RCAT score. Revelian recommends that all candidates be required to complete a supervised assessment prior to appointment, so that clients can be confident in the scores assigned.

Table 1 - Candidate Rankings Based on Level of Suitability for the Position

Name	Level of Suitability					Comparison Score		
	Far Below Average	Below Average	Average	Above Average	Far Above Average	ABC Company %ile	Accounting & Finance Industry %ile	Graduates %ile
1 Katherine Adams						95% V	78% V	65% V
2 Cherie Halls						62% V	41% V	26% V
3 Scott Hill						28% NV	26% NV	15% NV
4 Malcolm Vesper						15% V↓	19% V↓	9% V↓
Katrina Jones	Additional Results Required					-	-	-

Please note:

- a) In order to make effective use of this report, attention must be given to the "Important Considerations" section.
- b) Click on the candidate links for assessment information pertaining only to that candidate.

RCAT scores:

- V The candidate has been tested under supervised conditions and the original RCAT score has been confirmed
- V↓ The candidate has been tested under supervised conditions and the verified RCAT score has decreased
- NV The candidate has been tested remotely under unsupervised conditions. As such, Revelian recommends that this assessment be followed by a supervised assessment in order to verify the candidate's score. Once a supervised assessment is completed, Revelian will update the candidate's score if a significant change in score occurs.

IMPORTANT CONSIDERATIONS

The following are important points to consider when using information provided in this report:

COGNITIVE ABILITY

- Despite the predictive ability of cognitive ability tests, there are other factors (e.g., interpersonal skills) that may impact on how well an individual performs at their job. These other factors also need to be assessed (e.g., via an interview) when appraising a candidate's application for employment.
- Because a candidate's results may be influenced by such things as the environment in which the test was taken, the classification they achieved should be considered an approximation of their level of cognitive ability.
- [Revelian Cognitive Ability Report Interpretation Presentation](https://app.revelian.com/reports/ocat/) (https://app.revelian.com/reports/ocat/).