

REVELIAN

CANDIDATE FEEDBACK REPORT

KATHERINE ADAMS

Report Date: 16 Aug 2016
Position: Example Position
Client/Company: ABC Company

Assessments Included	Report Interpretation Module	Assessment Date	Results Valid Until
Cognitive Ability Test (RCAT)		16 Aug 2016	16 Aug 2017

Please note:



This multi-media presentation provides a guided tour of the candidate feedback report content and structure to support the interpretation of the results. Please note this presentation relates to a generic example and not your actual results.

Notice To Report Recipient

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. Therefore it is the prospective employer that makes final selection decisions. As outlined in the "Important Considerations" section of this report, such information is considered, where possible, in conjunction with that obtained via other selection methods.

The following report describes your performance on one of Revelian's assessments. You completed this test as part of your application for the position of Example Position. Your performance is detailed below.

REPORT INTERPRETATION AND SUPPORT

Revelian provides a variety of supporting resources and options to ensure appropriate interpretation of your reports.

Support Resources

1. **Report Interpretation Modules** appear throughout this report to help you interpret the information presented. These are accessible by clicking 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.




Please click the media icon to view the [Candidate Feedback Report Interpretation Presentation](https://app.revelian.com/reports/view.cfm?action=feedback) (https://app.revelian.com/reports/view.cfm?action=feedback).

2. **Psychologist Support** If you have a query that you would like addressed please [visit our FAQ page](#). If your query is not addressed, you can submit an online support form that will be responded to within two business days

REVELIAN COGNITIVE ABILITY TEST

REPORT INTERPRETATION

For further details regarding the interpretation of the results presented below, please view the following online Report Interpretation presentation. This learning module explains how to interpret this specific section of the report and extract additional meaning from the results presented.

 Please click the media icon to view the [Revelian Cognitive Ability Report Interpretation Presentation](https://app.revelian.com/reports/view.cfm?action=ocatfeedback) (https://app.revelian.com/reports/view.cfm?action=ocatfeedback).

BACKGROUND INFORMATION

To perform well at work, people draw upon their own unique strengths that they have developed over time. Some people for example, are very good at thinking critically and solving problems. This is what the RCAT measures as research has shown these qualities to be commonly linked to job performance. Other people may not consider thinking critically and solving problems to be strengths of theirs but will instead draw upon such things as their work experiences, interpersonal skills, and motivation to perform well on the job. Therefore people differ significantly in the personal qualities they rely upon most to do their job well.

The RCAT results that follow serve to indicate the extent to which critical thinking and problem solving are likely to be strengths for you or whether it is more probable that you will apply other qualities to enhance your performance at work.

ANALYSIS

After you completed the RCAT, your test score was calculated by totalling the number of correct responses that you provided to the various types of test questions. This total score therefore reflects your overall performance on the test.

On its own however, a test score does not provide a meaningful indication of your critical thinking and problem solving qualities. For this reason, your score was compared with a selected group of people, in this case, a sample of people working in the Accounting & Finance industry. This group was the most appropriate to the position of those available for selection.

In comparing your test score to those obtained by the comparison group, the proportion of the comparison group that your score exceeded was determined. Your score was also given a classification to describe the range in which it fell. These classifications represent different parts of the "normal" curve that is produced when the scores of large groups of people are plotted. This curve is shown below.

RESULTS AND INTERPRETATION

As Figure 1 shows, your score on the test exceeded 78% of a sample of people working in the Accounting & Finance industry. This result suggests that in relation to this group, there is a significant likelihood that critical thinking and problem solving are strengths of yours.

People possessing these strengths do so because they are very capable of processing information effectively, encompassing its acquisition, evaluation, storage, and application. Accordingly, in addition to being able to successfully reason and solve problems, they are noted for their ability to develop a greater knowledge of the job and to do so more rapidly, to make effective decisions, and to respond appropriately to new or complex situations. From an employer's perspective, these are highly desirable employee behaviours.

Figure 1. Your Test Result Relative to the Comparison Group



Important Considerations

This report served to indicate, in relation to a comparison group, the extent to which critical thinking and problem solving are likely to be strengths of yours. Although inferences can be made about these qualities from your test result, the RCAT did not attempt to assess other qualities important for job performance. Therefore although there is a significant likelihood that critical thinking and problem solving are strengths of yours, this is in addition and not to the exclusion of other noteworthy qualities you may possess.

Other qualities important for job performance may best be understood using other selection methods such as a résumé review, interview, or reference check. Therefore where possible, the findings from the use of different selection methods are considered when judgements are made about the strengths you will draw upon to perform well at work.