REVELIAN

CANDIDATE FEEDBACK REPORT
KATHERINE ADAMS

Report Date: 17 Aug 2016
Position: Example Position
Client/Company: ABC Company

Assessments Included	Report Interpretation Module	Assessment Date	Results Valid Until
Numerical Reasoning Test (RNRT)	▶	21 Feb 2014	21 Feb 2015

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).
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 NUMERICAL REASONING 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 Numerical Reasoning Report Interpretation Presentation (https://app.revelian.com/reports/view.cfm?action=onrtfeedback).

BACKGROUND INFORMATION

The characteristics people rely on to perform well at work are varied and unique, including previous experience, education and training, interpersonal skills, personality traits and various cognitive abilities. Numerical reasoning is a specific cognitive ability measured by the RNRT, which assesses the ability to analyse and solve problems involving numerical information. Numerical reasoning ability is linked to job performance in roles requiring the ability to work with numbers. Some people are very good at tasks requiring numerical reasoning, whereas other people may not consider numerical reasoning to be a strength of theirs and will instead draw upon other skills and qualities they bring to their role.

The RNRT results that follow serve to indicate the extent to which numerical reasoning is likely to be a strength 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 RNRT, 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 numerical reasoning ability. For this reason, your score was compared with a selected group of people, in this case, a sample of Graduates. 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 93% of a sample of candidates assessed for a variety of roles. This result suggest that in relation to this group there is a high likelihood that numerical reasoning is a strength of yours.

People possessing this strength do so because they are very capable of seeing relationships in numerical information and reasoning using figures. Accordingly, they are noted for their ability to comprehend and analyse numerical information. From an employer's perspective, these are highly desirable employee abilities.

Figure 1. Your Test Result Relative to the Comparison Group

Your result fell here

Low likelihood of being strengths	Significant likelihood of being strengths	High likelihood of being strengths
20% of people fall within this range	60% of people fall within this range	20% of people fall within this range

Important Considerations

This report served to indicate, in relation to a comparison group, the extent to which numerical reasoning is likely to be a strength of yours. Although inferences can be made about these qualities from your test result, the RNRT did not attempt to assess other qualities that may be important for job performance. Therefore although numerical reasoning is a strength 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 resume 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.