


REVELIAN

INDIVIDUAL 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 individual candidate report content and structure to support the interpretation of the results. Please note this presentation relates to a generic example and not the actual candidate listed above.

Notice To Report Recipient(s)

Information contained within this report is private and confidential, and is provided on the basis that its recipient(s) will use it responsibly.

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 this candidate, Revelian can not guarantee that their responses are their own. Supervised testing, where possible, is recommended in this case.


Revelian recommends that assessment information be considered along with information gained from other sources when making final selection decisions.

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 [Individual Candidate Report Interpretation Presentation](https://app.revelian.com/reports/individual/) (<https://app.revelian.com/reports/individual/>).

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.

ASSESSMENT SUMMARY

The following report provides information regarding Katherine Adams's results on Revelian's Cognitive Ability Test (RCAT). Katherine is currently being considered for the position of Example Position.

Katherine's score on the assessment can be briefly described as follows.

Assessment	Score
RCAT	Exceeded 95% of a sample of ABC Company employees

Katherine's performance can be ranked against other candidates who have completed all the required assessments.

Candidate Rank: 1 out of 4 candidates

The details of other candidates applying for the position can be accessed by viewing the position report, available by clicking [here](#).


This report is based on the results of the RCAT. This assessment provides insight into Katherine's cognitive ability. Other qualities relevant to Katherine's suitability for the role may be best understood using additional selection methods, such as additional psychological assessment, interviews and reference checks. In making a final selection decision, Revelian recommends that all available information about the candidate be considered.

The remainder of this report provides further information regarding Katherine's assessment results.

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/occat/) (https://app.revelian.com/reports/occat/).

BACKGROUND INFORMATION

The RCAT was used because of the compelling body of research that has established that measures of general cognitive ability are the most powerful predictors of how a candidate will perform overall at work. As an indication of this power, recent research has found that the addition of cognitive ability assessments to an existing selection procedure based on job interviews alone increased the ability to predict future work performance by 24%.

Cognitive ability tests work by "sampling" abilities that are of key importance to effective work performance. Such abilities include the ability to:

- Acquire information,
- Retain information,
- Organise information, and
- Apply information.

Candidates assessed to have higher levels of these information-processing abilities are more likely to:

- Develop a greater knowledge of the job and develop such knowledge more rapidly,
- Make effective decisions,
- Successfully reason and solve problems, and
- Respond appropriately to new or complex situations.

A candidate's level of cognitive ability therefore represents a very important piece of information to consider for those responsible for making decisions regarding personnel selection.

ANALYSIS

After Katherine completed the RCAT, her test score was calculated by adding the number of correct responses that she provided to the various types of test questions. This single score therefore reflects her overall performance on the test.

On its own however, a test score does not provide a meaningful indication of a candidate's level of cognitive ability. For this reason, Katherine's score was compared with those of selected groups of people. The groups selected for comparison were the most appropriate to the position of those available.

These groups 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 comparison provides important information about the candidate's cognitive ability by comparing it to those of a group of individuals with which she 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.

To convey how well Katherine performed on the test relative to the comparison groups, her score is described in a number of ways. Firstly, Katherine's score was assessed in terms of the percentage or

proportion of the comparison group that it exceeded. Additionally, Katherine'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.



RESULTS AND INTERPRETATION

As a result of completing the RCAT, Katherine's level of cognitive ability has been assessed and is able to be examined in relation to selected comparison groups. Table 1 summarises Katherine's test performance.

Table 1 - Katherine Adams's Cognitive Ability Test Performance Relative to Selected Comparison Groups

RCAT Score	Level of Overall Cognitive Ability					Comparison Score		
	Far Below Average	Below Average	Average	Above Average	Far Above Average	ABC Company	Accounting & Finance Industry	Graduates
28 v						Far Above Average (95%)	Average (78%)	Average (65%)
V	Verification testing has confirmed score							
V↓	Verification testing has resulted in a score decrease							
NV	Test score is NOT verified							

As Table 1 shows, Katherine performed extremely well overall in relation to the comparison groups. Specifically, she achieved a score that was higher than 95% of ABC Company and fell within the Far Above Average range. Relative to the Accounting & Finance industry comparison group, Katherine's score exceeded those of 78% of individuals and attracted a classification of Average. When compared to a sample of Managers at a similar level of seniority, her score fell within the Average range, having exceeded the scores of 65% of this comparison group. When considering Katherine's results, emphasis should be placed upon her performance relative to the organisation's own comparison group. This comparison has greater relevance to the position that Katherine has applied for. Katherine's very favourable performance in relation to this comparison group indicates that in terms of cognitive ability, she has demonstrated an appropriate level of suitability for the position of Example Position.

SCORE VERIFICATION

Katherine was initially tested remotely under unsupervised conditions, and was re-tested for verification purposes under supervised conditions on 16 August 2016. This is indicated by the "V" that appears beside the candidate's score in Table 1 of this report. The verification test included different questions, which were matched in format and difficulty to the questions in the original test that the candidate completed. This process of retesting is used to confirm the validity of the candidate's original test scores. Katherine's original test score was confirmed when retested, as indicated in Table 2. Her original score has therefore been verified and retained in this report.

Table 2 - RCAT Score Verification.

Candidate Name	Score Status
Katherine Adams	Score Confirmed

TEST TAKING BEHAVIOUR FOR KATHERINE

The following information relates to the test taking behaviour from Katherine's original assessment sitting. The RCAT includes verbal, numerical and abstract questions, each of which assesses the candidate's overall level of cognitive ability. Of the total number of questions answered correctly by Katherine, 33% were verbal, 33% were numerical, and 33% were abstract. Of the total number of questions attempted, 33% were verbal, 33% were numerical, and 33% were abstract. On average Katherine spent 10 seconds answering each question.

A candidate's overall level of cognitive ability, as shown in Table 1, is the best predictor of subsequent job performance. As such, recruitment decisions should be based on the candidate's overall percentile score, rather than their performance on the specific question types. It is also important to note that scores on the verbal, numerical and abstract questions reflect an ability to acquire, process and utilise these types of information, rather than any knowledge, skill or experience in these areas.

Important Considerations

Although cognitive ability tests are accurate, a candidate's results may be influenced by such things as the environment in which the test was taken and their comfort with the testing process. Therefore, the candidate's test score should be considered as an approximation of their level of cognitive ability.

Finally, it is important to note that this assessment requires a year 10 level of Australian English. The results of candidates who do not possess a year 10 level of Australian English may be adversely affected by their English proficiency. In such cases, the candidate's score will reflect a combination of their English skills and cognitive ability, and will not provide an accurate approximation of their level of cognitive ability.