

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
Numerical Reasoning Test (RNRT)		21 Feb 2014	21 Feb 2015

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 Numerical Reasoning Test (RNRT). 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
RNRT	Exceeded 93% of graduates

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 RNRT. This assessment provides insight into Katherine's numerical reasoning 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 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/onrt/) (https://app.revelian.com/reports/onrt/).

BACKGROUND INFORMATION

The RNRT measures the ability to understand numerical relationships and concepts and to reason using numbers. Numerical reasoning has strong links to job performance in a variety of roles requiring the ability to work with numbers. Individuals assessed to have higher levels of numerical reasoning ability are more likely to:

- Quickly grasp numerical concepts
- Effectively problem solve using numerical information
- Make sound, logical decisions involving numbers

A candidate's level of numerical reasoning ability therefore represents an important piece of information to consider when making personnel selection decisions.

ANALYSIS

After Katherine completed the RNRT, 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 numerical reasoning 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 **Graduates**

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

A sample of **Employed Adults**

This comparison provides further insight into the candidate's level of numerical reasoning ability by contrasting it with those of people employed in a broad cross-section of mainly professional positions.

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 RNRT, Katherine's level of numerical reasoning 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 Numerical Reasoning Test Performance Relative to Selected Comparison Groups

RNRT Score	Level of Numerical Reasoning Ability					Comparison Score	
	Far Below Average	Below Average	Average	Above Average	Far Above Average	Graduates	Employed Adults
19 v						Far Above Average (93%)	Far Above Average (97%)
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 93% of Graduates and fell within the Far Above Average range. Relative to the employed adults comparison group, Katherine's score exceeded those of 97% of individuals and attracted a classification of Far Above Average. When considering Katherine's results, emphasis should be placed upon her performance relative to the Graduates 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 numerical reasoning ability, she would be very well suited 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 03 March 2014. 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 - RNRT Score Verification.

Candidate Name	Score Status
Katherine Adams	Score Confirmed

Important Considerations

Although numerical reasoning 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 numerical reasoning 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 numerical reasoning ability, and will not provide an accurate approximation of their level of numerical reasoning ability.