PSYTECH INTERNATIONAL

Sam Sample
28 May 2019

EXPERT

STANDARD REPORT

ADAPTIVE GENERAL REASONING TEST

ABILITY
ADAPT-G

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REPORT STRUCTURE

The Standard Report presents Sam Sample's results in the following sections:

DISCLAIMER

This is a strictly confidential assessment report on Sam Sample which is to be used under the guidance of a trained professional. The information contained in this report should only be disclosed on a 'need to know basis' with the prior understanding of Sam Sample.

The results must be interpreted in the light of corroborating evidence gained from feedback and in the context of the role in question taking into account available data such as performance appraisals, actual experience, personality preferences, motivation, interests, values and skills. As such the authors and distributors cannot accept responsibility for decisions made based on the information contained in this report and cannot be held directly or indirectly liable for the consequences of those decisions.

GUIDE TO USING THIS REPORT

INTRODUCTION

The Adaptive General Reasoning Test (Adapt-g) measures the ability to reason using words, numbers and abstract concepts. It has been designed to discriminate between candidates across the ability range. Reasoning tests in the format of the General Reasoning Test have consistently been found to be the best single predictor of job performance and trainability in roles that require a high level of general mental ability. Combining reasoning test scores with the results from personality tests can further improve the prediction of job performance, as can the use of job sample tests and structured interviews. In roles where experience and acquired knowledge are central to effective performance, it may be particularly appropriate to combine information obtained from reasoning tests with that obtained from these latter sources.

The Adapt-g assess the candidate's capacity (a composite of speed and accuracy) to perceive logical patterns and relationships in new material he has not previously encountered, and deduce the logical consequences of these (i.e. logical deductive reasoning). This incorporates the ability to: learn and understand complex new material; use logic to develop arguments that are rational and well-reasoned; deduce the logical consequences of a given set of rules, assumptions or relationships.

The Adapt-g assesses general mental ability using questions that measure serial deductive reasoning, rather than holistic deductive reasoning; namely the ability to understand the logical relationships that govern patterns that change along one dimension, rather than the ability to understand logical patterns that develop simultaneously over a number of independent dimensions. As such, the abilities the Adapt-g assesses (verbal, numerical and abstract serial deductive reasoning) are most directly relevant to roles that require the candidate to make a series of rational decisions that follow sequentially, one after another. The Adapt-g is, however, relevant to all jobs that require a good level of mental acuity.

THE STANDARD REPORT

The standard report provides a detailed breakdown of the respondent's performance across the sub-scales using narratives and profile charts.

SUPPLEMENTARY REPORTS

The information gained from this report can be used in conjunction with other supplementary reports. The supplementary reports available for the General Reasoning Test are:

Results Spreadsheet

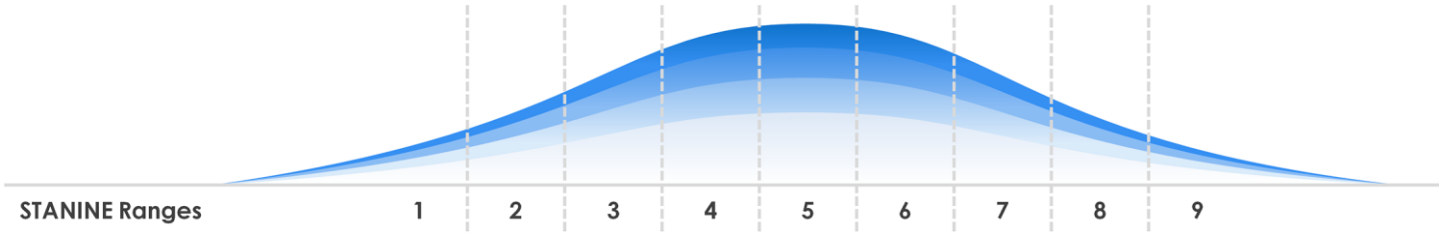
The results spreadsheet provides a summary of the respondents' results across the sub-scales in the form of a spread sheet.

Respondent Feedback Report

The feedback report is intended for sharing directly with respondents for their personal insight. It provides a breakdown of the respondent's performance across the sub-scales using simplified narratives.

REFERENCE GROUP USED

A reference group is used to evaluate Sam's results. His results are presented as standardised STANINE scores with Mean=5 and SD=2 as demonstrated in the following chart.



The following reference groups were used to calibrate the results:

Test	Norm Used
Verbal Reasoning	3490 Respondents
Numerical Reasoning	3582 Respondents
Abstract Reasoning	3458 Respondents
General Mental Ability - g	3004 Respondents

UNDERSTANDING THE CHARTS AND TABLES

Much of the information presented in this report is presented in the form of charts or tables, which is why it is important to be able to read them accurately and make use of the information contained within them. The following elements are used to present the data in the charts and tables:

Element	Description
STANINE Score	Is a standardised scale used to compare respondent results. The STANINE Score has a Mean of 5 and Standard Deviation of 2. This score is presented as a 9-point scale in the results chart.
Standard Error of Measurement (SE*m*)	The Standard Error of Measurement is a measure of the range within which an individual's hypothetical 'true' score is likely to fall within 68% probability. It is presented as blue error bar surrounding the respondent's obtained STANINE score in the results chart.
Percentile Score (%ile)	A value which reflects the percentage of people in a sample who score below a given raw score. This score is presented as a numerical value between 0 and 100 in the results chart.

VERBAL REASONING

SCALE DESCRIPTION

The verbal component of the Adapt-g assesses a person's ability to use words in a logical way. Consisting of items which involve an understanding of vocabulary, class membership, and the relationships between words, this test measures the ability to perceive and understand concepts and ideas expressed verbally. While this test is a measure of reasoning ability rather than educational achievement, it is nonetheless generally recognised that verbal reasoning test scores are sensitive to educational factors.

RESULT DESCRIPTION

Compared to the chosen reference group, Sam Sample's performance on the verbal component of this test indicates that he has an above average level of ability to understand complex verbal concepts and ideas, to perceive the relationships between these and deduce their logical consequences. Such a score suggests that his verbal reasoning ability is likely to exceed that of many staff in general level employment. He has demonstrated an ability to use words in a logical and rational way, and to accurately perceive the logical relationships that link different verbal concepts.

Sam Sample's performance on the verbal component of this test suggests that he has a good command of language and an ability to formulate logical, reasoned arguments. Having a level of verbal reasoning ability that is well above average (in comparison with the chosen reference group), he would be expected to be able to understand the logic of fairly complex arguments and use words in quite a rational and well-reasoned way. Consequently, he should be able to understand complicated instructions and explanations with relative ease and be able to explain quite difficult concepts and ideas to others with clarity. He is likely to be able to learn fairly complex verbal material more quickly than many (general level) staff and to grasp new ideas relatively quickly. As a result, he would be expected to be able to benefit from training and development programmes that require a good level of verbal ability, and which require participants to learn relatively complex new (verbal) material.

RESULTS CHART

Scale	Description	1	2	3	4	5	6	7	8	9	%ile
Adapt-gV	**Verbal Reasoning**						6				72

Calibrated on:
Verbal Reasoning = 3490 Respondents

NUMERICAL REASONING

SCALE DESCRIPTION

The numerical component of the Adapt-g assesses a person's ability to use numbers in a logical and rational way. The test consists of items which assess the candidate's understanding of number series, numerical transformations and the relationships between numbers, in addition to their ability to perform numerical computations.

RESULT DESCRIPTION

Sam Sample's performance on the numerical component of this test suggests that he has an excellent ability to understand numerical concepts, when compared to the chosen norm group. Having achieved a score which is only obtained by the top 10% of respondents in the selected reference group indicates that his level of numerical reasoning ability is likely to be in excess of that of most staff in general level employment. This demonstrates a good ability to perceive the logical patterns and relationships between numbers, to understand the rules that govern such patterns and deduce the logical consequences of them.

In a broader context, this suggests that Sam Sample has a good understanding of numbers and the relationships between them, and a good understanding of quite complex numerical concepts. He has demonstrated an ability to work with numbers in a logical and rational way, and an ability to accurately carry out quite complex numerical operations and solve fairly complex numerical problems. This level of numerical ability would only be expected among the most numerate members of the general working population. This suggests that he should have little difficulty coping with the demands of jobs which are numerically based and which require a good level of numerical skill and the ability to understand and use fairly complex numerical/mathematical ideas. He is likely to have little difficulty learning new numerical skills, and is likely to benefit more rapidly than most (general level) staff from training in this area much.

RESULTS CHART

Scale	Description	1	2	3	4	5	6	7	8	9	%ile
Adapt-gN	**Numerical Reasoning**								8		94

Calibrated on:
Numerical Reasoning = 3582 Respondents

ABSTRACT REASONING

SCALE DESCRIPTION

The abstract component of the Adapt-g assesses the ability to understand complex concepts and assimilate new information outside of previous experience. The test consists of items which require the recognition of patterns and similarities between shapes and figures. As a measure of reasoning, it is independent of educational attainment and can be used to provide an indication of intellectual potential. Assessing the ability to quickly understand and assimilate new information, it is likely to predict how responsive to training the person will be.

RESULT DESCRIPTION

Sam Sample's score on the abstract component of this test is within the top 5% of the chosen reference group, indicating that he has an exceptional level of natural (i.e., untutored) reasoning ability. This suggests that his level of fluid reasoning ability is likely to be well in excess of that of most staff in general level employment. He has demonstrated a strong ability to be able to perceive abstract logical patterns and relationships between novel material, to correctly identify these patterns and deduce the consequences of them using pure logic (i.e., without calling upon other information such as his vocabulary, knowledge of mathematical operations, etc.)

Sam Sample's performance on the abstract component of this test suggests that he has a very good ability to grasp new concepts and ideas outside of his previous realm of experience, and to understand abstract logic (i.e., logical relationships which are not contextualised). This should enable him to rapidly understand new material, even if it is very abstract and complex in nature. He is likely to learn complicated, intellectually demanding material much more quickly than most (general level) staff. As a result, he should be able to put further training and instruction to very good use.

RESULTS CHART

Scale	Description	1	2	3	4	5	6	7	8	9	%ile
Adapt-gA	**Abstract Reasoning**								8		95

Calibrated on:
Abstract Reasoning = 3458 Respondents

GENERAL MENTAL ABILITY

SCALE DESCRIPTION

General Mental Ability – often termed 'g' – is defined as a person's capacity to: understand logic; comprehend and learn complex new material; think abstractly; solve problems; plan and respond to the environment in an adaptive, rational and flexible manner. It is termed General Mental Ability because it assesses the person's mental capacity across a wide range of different intellectual functions and modalities (i.e. it is not specific to that person's verbal, abstract or numerical reasoning ability, etc.). It is a composite of the speed and accuracy with which the person performs mental tasks, and can therefore be viewed as a measure of a person's 'mental power'.

RESULT DESCRIPTION

Compared to the reference group, Sam Sample's performance suggests that he has exceptional general mental ability. Having achieved a score which is only obtained by the top 5% of the reference group, Sam Sample's level of reasoning ability is likely to be well in excess of that displayed by most people. Scores in this range suggest that Sam Sample should be able to perceive the relationships between complex ideas and deduce their logical consequence more easily than others.

Having such a high level of ability, Sam Sample should have little difficulty meeting the demands of jobs which require the ability to understand and use quite complex concepts. As a result, Sam Sample should be more receptive than the average person to training and development programmes that demand a high level of ability. He should be able to understand complicated, intellectually demanding material much more readily than most staff.

RESULTS CHART

Scale	Description	1	2	3	4	5	6	7	8	9	%ile
Adapt-g	**General Mental Ability**								8		95

Calibrated on:
General Mental Ability = 3004 Respondents

RESULTS SUMMARY

SUMMARY PROFILE

Scale	Description	1	2	3	4	5	6	7	8	9	%ile
Adapt-gV	**Verbal Reasoning**						6				72
Adapt-gN	**Numerical Reasoning**								8		94
Adapt-gA	**Abstract Reasoning**								8		95
Adapt-g	**General Mental Ability**								8		95

Calibrated on
Verbal Reasoning = 3490 Respondents
Numerical Reasoning = 3582 Respondents
Abstract Reasoning = 3458 Respondents
General Mental Ability - g = 3004 Respondents