ACUMEN

SELECT

Pat Participant

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Introduction

The Assessment

Acumen is a critical reasoning test designed to measure a person's ability to conceptualise, analyse, question and evaluate ideas. Critical Reasoning is an important component of decision making as in influences how well somebody can understand and make use of complex information. The Critical Reasoning Test assesses aptitude in the following areas:

- Recognising assumptions
- Evaluating arguments
- Drawing conclusions
- Identifying trends
- Making effective decisions

The Report

This report has been designed to support interview and reference checking processes. The report presents Pat's results and provides probing interview questions to help users elicit information about his preferences, past behaviour and performance.

Private and Confidential

This is a confidential assessment report. This report was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional, and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

Waiver

When reading this report, please remember that it is based exclusively on the information gathered from the test session only and describes performance exclusively on the Critical Reasoning test. The publishers, therefore, accept no responsibility for decisions made using this assessment and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare participant results. As a guide, scores of 1 to 3 are considered well below average, while scores of 5 to 6 are average, and scores of 8 to 10 are considered well above average.

Below Average | Somewhat Below Average | Average | Somewhat Above Average | Above Average

1 2 3 4 5 6 7 8 9 10

Comparison Group (Norm)

The following norm group was used to compare results against.

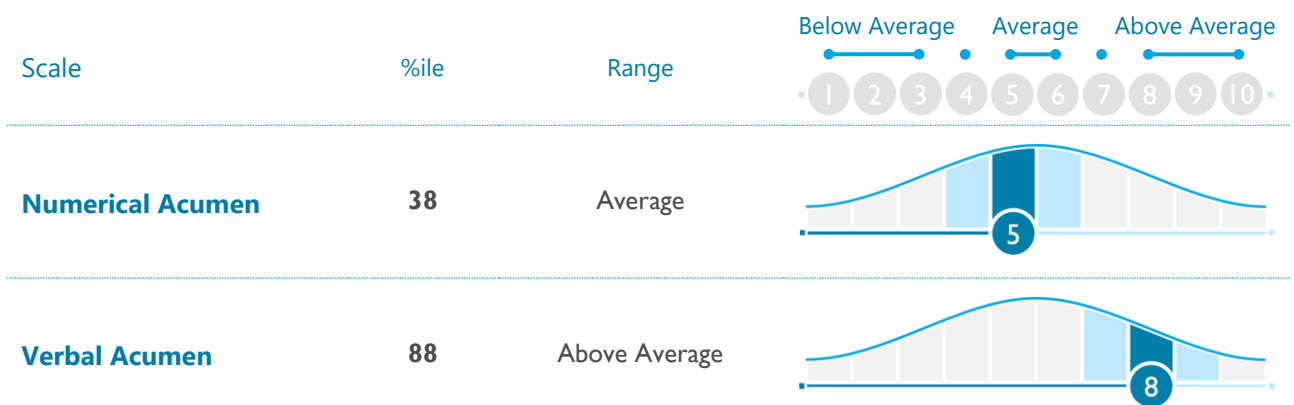| Assessment	Name	Size
Numerical Acumen	International Participants	802
Verbal Acumen	International Participants	800

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Results Summary

The following elements are used to describe the results.

Percentile Score (%ile)	Is a value on a scale of 100 that reflects the percentage of people in a sample who score below the participant's score.
Range	This is a qualitative indicator that is based on the Sten score and indicates how well a participant has performed using a 5-point score band.
Sten Score (1-10)	A Sten score is a standardised measure used to compare participant results. Presented on a 10-point scale, a score of 1 indicates low performance and a score of 10 indicates high performance.

Profile Charts

Scale	%ile	Range	
			Below Average Average Above Average
			1 2 3 4 5 6 7 8 9 10
Numerical Acumen	38	Average	5
Verbal Acumen	88	Above Average	8

Results in Detail

Numerical Acumen

Numerical Critical Reasoning assesses a person's ability to identify trends in complex data and use numbers in a rational and logical way.

- Pat's score on the numerical acumen test places him within the average range when compared to the reference group.
- His score is typical of this group, suggesting that he should evaluate numerical and statistical information with little difficulty, although he may prefer to have time on his side to fully comprehend the significance of more complex data.

Verbal Acumen

Verbal Critical Reasoning assesses a person's ability to recognise assumptions, evaluate arguments and draw conclusions.

- Pat's score on the verbal acumen test indicates that he has an above-average ability to understand complex written arguments when compared to the reference group.
- Scoring in this range suggests that he should comprehend the significance of complex written arguments, draw accurate conclusions from them, and be able to support his conclusions with clarity.

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Interview Prompts

The following questions have been designed to support the interview and reference checking process for Pat by attempting to elicit information about his abilities, past performance.

Each scale has been mapped to a series of interview questions and colour coded using the following convention:

reflect below average results   *reflect average results*   *reflect above average results*

Use the interview questions as a guide to probe Pat's preferences, past behaviour and performance as well as how these may be applied to future role requirements.

Numerical Acumen

- Give me an example of a time when you analysed and interpreted numerical information in order to solve a problem.
- Do you work with numerical information? If so, what kind of information is it and how do you make the best use of it in your work?
- Give me an example of explaining particularly complex numerical results to others.

Notes:

Verbal Acumen

- Tell me about a difficult or complex idea that you explained to others.
- Give me an example of a time when you had difficulty explaining your thoughts to others.
- Describe a difficult decision you made that involved evaluating conflicting information.

Notes: