

Joe Sample

Date: 09/16/2016

Time: 6:33 AM

Candidate ID: 46970

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Organization: Sample Distributor

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What the Workplace Aptitude Test Measures

The Workplace Aptitude Test (WAT) helps employers accurately measure a candidate's level of general cognitive ability. The test presents 30 questions focusing on math, reasoning and vocabulary commonly encountered at work. The candidate has 12 minutes to answer as many questions as they can. The overall score is a valid predictor of problem solving ability and general mental aptitude.

The areas assessed by this test are:

Workplace Aptitude	Workplace Aptitude measures the degree to which the individual has the ability to solve typical problems encountered at work; this includes solving problems that require the use of math and reasoning and the use of basic vocabulary one might encounter in the workplace. This scale is timed, therefore quickness of thought is also important.
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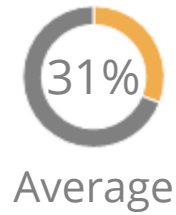
Interpreting The Workplace Aptitude Test

The following page presents the Total Score Summary and Total Score Interpretation. This is followed by the Bell Curve Score. The Bell Curve Score shows where the candidate scored relative to other test takers. The Score is presented in terms of a percentile. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if the score shows as the 75th percentile, this indicates the candidate scored better than 75% of all other individuals who have completed the test.

The pages that follow the Bell Curve Score provide more detailed interpretations of the candidate's test performance, as well as management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.



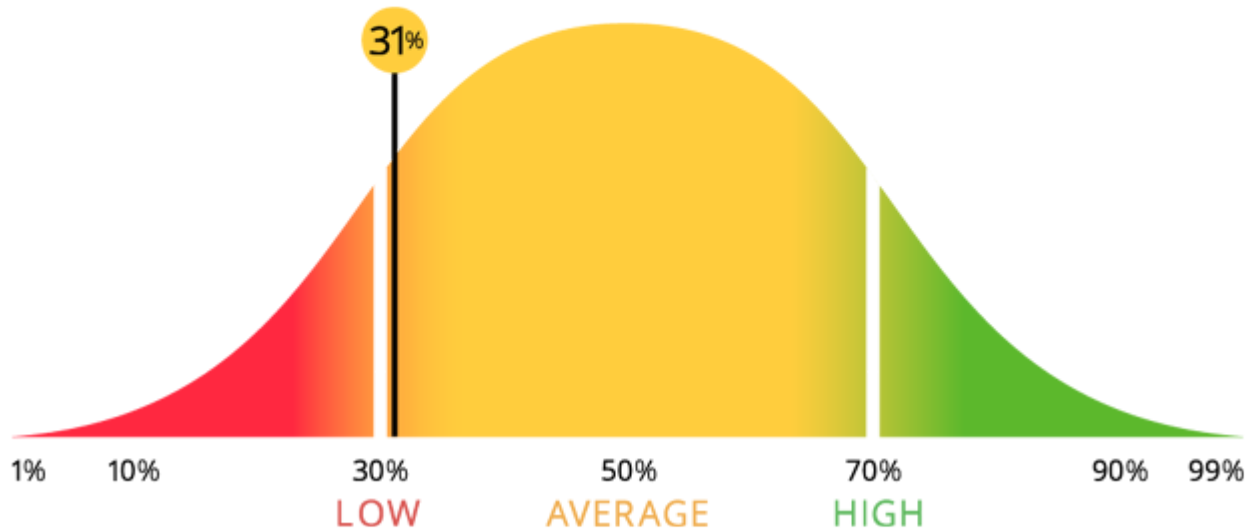
Total Score Summary



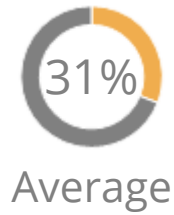
Total Score Interpretation

This individual's overall Workplace Aptitude Test score is moderate when compared with candidates within the comparison group. Those scoring at the higher end of this range tend to demonstrate average to moderate problem-solving skills and demonstrate adequate learning ability. They can generally make inferences based on information observed or communicated, but more details and direction may need to be provided to them than for those scoring in the High range. In addition, those scoring at the lower end of this range may demonstrate less capacity to problem solve effectively and efficiently and may learn at a slower pace. They are likely to find it more difficult to make intelligent inferences based on information provided to them. More in-depth interviewing and reference checks focusing on general aptitude may be a good idea for this candidate, particularly if he/she scored below the 50th percentile.

Bell Curve Score



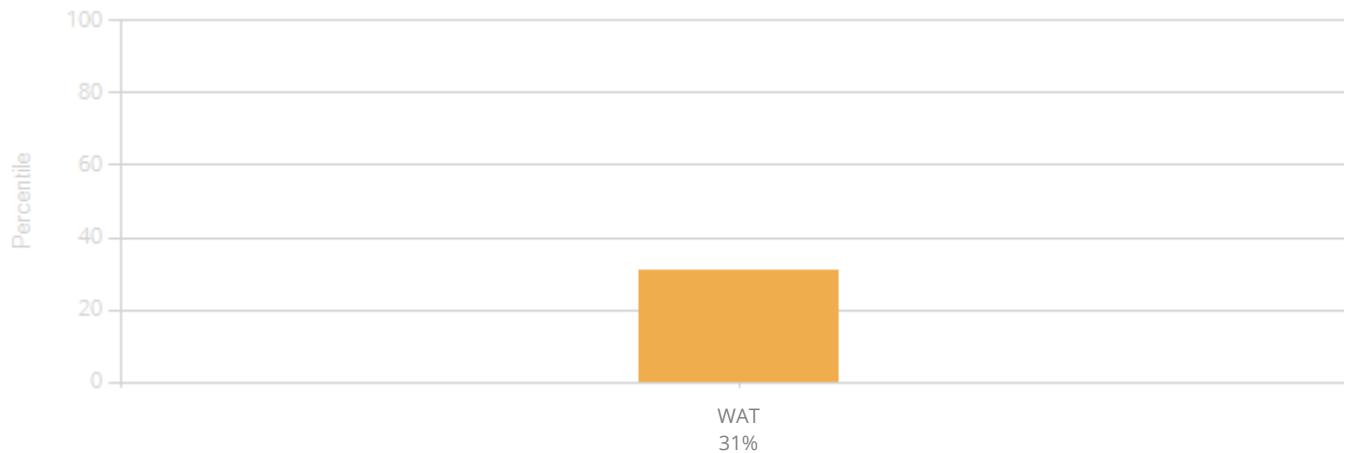
Workplace Aptitude



Score Details

Workplace Aptitude measures the degree to which the individual has the ability to solve typical problems encountered at work; this includes solving problems that require the use of math and reasoning and the use of basic vocabulary one might encounter in the workplace. This scale is timed, therefore quickness of thought is also important.

Joe Sample scored in the 31st percentile on Workplace Aptitude (Average), meaning Joe scored lower than 69 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.



Attempted: 30/30 = 100%

Correct: 13/30 = 43%

Incorrect: 17/30 = 57%

Correct/Total Possible: 13/30 = 43%

Population Avg. Correct/Total Possible: 15/30 = 50%

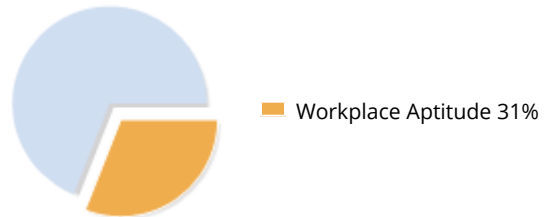


Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the candidate's level of Workplace Aptitude.

Workplace Aptitude

- Engage the individual in problem solving tasks but expect him/her to be challenged at times.
- Determine the level of task complexity he/she can handle efficiently and assign and monitor work accordingly.
- Given his/her average level of cognitive skills, he/she should be able to handle most moderately complex problem solving situations.



Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

Workplace Aptitude

Question:

Tell me about work situations or work tasks that have required you to use logic and/or mathematical concepts to solve a problem. Please describe the task or situation in detail and discuss any difficulties you had. What was the outcome?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Question:

When performing job tasks that involve math, how likely is it that you will make at least one mistake? Would you say that work involving math comes easily to you or is this an area for development?

Response Notes:

Response Expected of a
Poor Performing Employee

1

2

3

Response Expected of a
Satisfactory Employee

4

5

Response Expected of an
Excellent Employee

6

7

Sum of Ratings

Number of Questions Rated

Average Rating

(Sum of all ratings divided by the number of questions rated.)

