



Joe Sample

Date:	09/16/2016		
Time:	6:33 AM		

Candidate ID: 46970 Email: sample@psymetricsinc.com

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:

WorkplaceWorkplace Aptitude measures the degree to which the individual has the ability to solveAptitudetypical 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.

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.



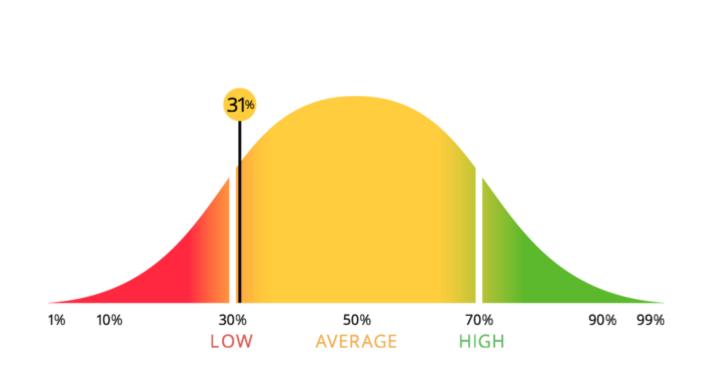
Total Score Summary



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





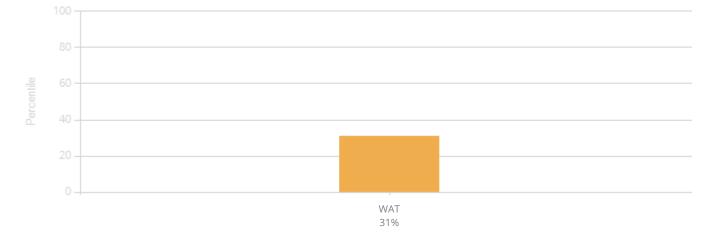
Workplace Aptitude



Score Details

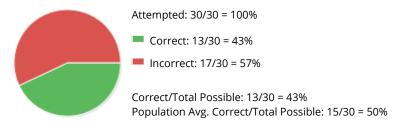
Workplace Aptitude measures the degree to which the individual has the ability to solve typical problems encountered at work; this includes solving problems that require the use of math and reasoning and the use of basic vocabulary one might encounter in the workplace. This scale is timed, therefore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



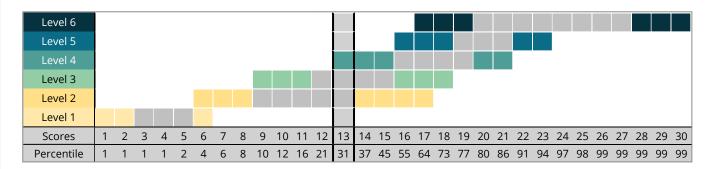
Skill Level

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.



Workplace Aptitude Test and Job Fit

Research examining the average intelligence levels of individuals within various occupations has found significant differences between job levels. The following table offers general guidelines with respect to samples of occupations that have been associated with various levels of intelligence. The score obtained by the candidate on the Workplace Aptitude Test is highlighted by the vertical bar. The bar indicates where the score falls with respect to the general intelligence ranges of individuals within the various job categories/levels presented. The middle range for each job level indicates the optimal score range for that level.



Le	evel 6	CEO, Physicians and Surgeons, Lawyers, Engineers, Government Officials, College Professors, Research Scientists
Le		Managers, Accountants, Computer Occupations, Pharmacists, Nurses, High School Teachers, Real Estate Occupations, Sales, Creative Jobs
Le	evel 4	Management Trainee, Purchasing Agent, Accounting Clerk, Customer Service Reps., Sales Representative, Policemen, Supervisor, Lab Technician, Electricians, Claims Adjuster, Cashier, Teller, Field Technician, Receptionist, Data Processing, General Clerk, News Writer, Head Mechanic
Le	evel 3	File Clerk, Material Handler, Machine Operators, Shopkeepers, Welders, Butchers, Warehouse Personnel, Carpenters, Cooks, Bus/Truck Drivers, Farmers, Maintenance Worker, Shipping Clerk, Security Guard
Le	evel 2	Laborers, Factory Packers and Sorters, Upholsterers, Gardeners, Miners, Assembler, Nurse's Aide
Le	evel 1	Casual Worker

Interpretation Guidelines

Scores that fall within a particular job category indicate that the candidate has the intellectual capacity to perform the requirements of the jobs within that category. The gray area indicates the ideal score range for that particular job category. Scores within this range indicate a good match between the candidate's cognitive skills and those required of the job.

Scores that fall to the left of the gray areas, particularly when they fall outside of a particular job category range, indicate a higher probability that the candidate will struggle to meet some of the intellectual requirements of the jobs within those categories. These candidates will need to work harder to understand and accomplish the more intellectually challenging aspects of the job. Therefore, specific expectations should be discussed with the candidate with regard to these more challenging requirements.

Scores that fall to the right of the gray area, particularly when they fall outside of a particular job category range, indicate a higher probability that the candidate will find the job to be less intellectually challenging. These candidates might be better suited from an intellectual standpoint for a higher level position. Their intellectual level may result in boredom if the job they are being considered for is not mentally challenging enough. Specific job tasks and routines should be discussed with the candidate so that they understand the level of their responsibilities. Realistic job growth opportunities should also be discussed.



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		Response Expected of a			Response Expected of an	
Poor Performing Employee		Satisfactory Employee			Excellent Employee	
1	2	3	4	5	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		Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee	
1	2	3	4	5	6	7

Sum of Ratings

Number of Questions Rated

Average Rating

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