Core Abilities Assessment

name: At Sample

email: asample@hotmail.com
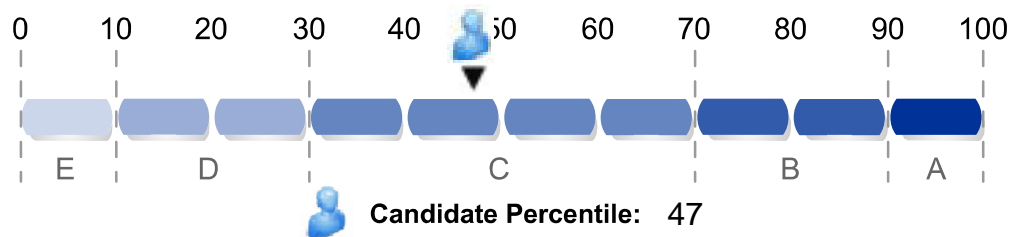
date: 28/Nov/2011

TalentLens from **PEARSON**

Overall Performance

Candidate: At Sample
Norm Group: UK Working Adults

0   10   20   30   40   50   60   70   80   90   100

E   D   C   B   A

Candidate Percentile: 47

A - Well above average (91st percentile and above)
B - Above average (71st – 90th percentiles)
C - Average (31st – 70th percentiles)
D - Below average (11th – 30th percentiles)
E - Well below average (10th percentile and below)

Score Interpretation

At Sample obtained a total raw score of 10 out of 20 possible points on the Core Abilities Assessment. At Sample's score was higher than or equal to 47% of a sample of UK Working Adults. This individual is likely to demonstrate the level of learning, understanding, and problem solving typical for effectiveness in most work-related situations. Specifically, compared to other individuals from the norm group, this candidate is likely to:

- Demonstrate a typical level of ability to learn new concepts

- Understand at least the most obvious root causes of problems or issues

- Typically apply sound reasoning when analyzing information

- Draw logical conclusions from verbal and quantitative information

Skills and Abilities Assessed with the Core Abilities Assessment:

The Core Abilities Assessment is a measure of general mental ability that indicates a candidate's ability to learn, understand, and solve problems. General mental ability has been demonstrated to predict performance in most occupations. The Core Abilities Assessment evaluates the following aspects of general mental ability:

- Verbal Reasoning: The ability to understand concepts framed in words

- Numerical Ability: The ability to understand numerical relationships and facility in handling numerical concepts. The items are framed as "arithmetic computation" rather than "arithmetic reasoning"

- Abstract Reasoning: Nonverbal reasoning ability that involves the ability to perceive relationships in abstract figure patterns

For optimal hiring results: The Core Abilities Assessment should be used in conjunction with other screening products and processes. The Core Abilities Assessment is an ideal complement to a personality assessment and a behaviour-based interview. For more information on best practices for using assessment scores in selection decisions, please consult the Core Abilities Assessment - How to Use Results in Employment Selection, the Uniform Guidelines for Employee Selection Procedures, or the Principles for the Validation and Use of Personnel Selection Procedures.