GRADUATE REASONING TEST GRT1

Sally Sample

03/05/97

prepared for

H. R. Mann

REASONING ABILITIES

The Aptitude Tests assess the candidate's ability to think logically using words, numbers and abstract concepts. They assess the ability to both understand and develop logical arguments and solve complex logical problems.

VR1: Verbal Reasoning

The Verbal Reasoning test 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.

Compared to the reference group, Sally's performance on the verbal reasoning test places her slightly below average. This suggests that her verbal reasoning ability may be a little weaker than that of many Graduate/Managerial. While she should have little difficulty understanding instructions and explanations, it may take her some time to fully understand the logic underlying particularly complex arguments. A little less able than many Graduate/Managerial to use words in a logical, rational way, she may on occasion have some difficulty in fully appreciating subtle shades of meaning.

NR1: Numerical Reasoning

The Numerical Reasoning Test 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 such things as number series, numerical transformations, the relationships between numbers and their ability to perform numerical computations.

Ms Sample's performance on the Numerical Reasoning Test places her in the 'well below average' category when compared to the reference group. This suggests that Sally may have some difficulty understanding complex numerical concepts and may not be particularly good at dealing with involved numerical problems. She may therefore be expected to take longer than most other graduate calibre personnel to understand such ideas. She is likely to benefit from focused training in this field although she may have difficulty understanding the more complex and abstract numerical principles which underly such skills.

AR2: Abstract Reasoning

The Abstract Reasoning Test assesses the ability to understand complex concepts and assimilate new information beyond 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 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.

Sally's score on the Abstract Reasoning Test shows that she has performed at a lower than average level when compared to the reference group. Such a level of abstract reasoning ability will enable her to grasp new concepts outside of her previous experience although it may take her a while to fully appreciate the most subtle of ideas. She is likely to respond well to structured approaches to learning and will generally be untroubled by the complexity of information given on typical training courses.

TECHNICAL APPENDIX

Test	Raw	Attempted	Low			Average			High			%ile
			1	2	3	4	5	6	7	8	9	
Verbal	16	23 of 30										35
Numerical	7	14 of 25										12
Abstract	11	21 of 25										23

Norms based on a sample of 1202 Graduate/Managerial. Scores based on stanine values with Mean=5 and SD=2. %ile = percentile i.e. percentage of sample below respondent's score.