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Assessment Report for Sample Candidate

Swift Executive

Aptitude

Contents

About this Report

This report is based upon Swift Executive Aptitude, an online test of the ability to reason with information presented in verbal, numerical and abstract formats.

The results are compared against a group of 732 senior managers and executives who have completed the test. The results in this report are presented on a 1 to 10 Sten scale, where 1 indicates low performance and 10 indicates high performance on the test. The margin of error that should be allowed before concluding that there is a difference between scores is indicated by the diamond shape.

When reading this report, please remember that it is based on the information gained from the test session only. It describes performance on this particular test, rather than performance at work or study. Despite this, research suggests that ability tests can be powerful predictors of successful performance in study and work activities requiring these abilities.

The information contained in this report is confidential and every effort should be made to ensure that it is stored in a secure place.

The information contained within this report is likely to provide a valid measurement of analysis aptitude for 12 to 24 months.

The report is based on the results of the online test that the respondent was invited to complete under unsupervised conditions. The identity of the actual respondent has not been verified by a test administrator so a supervised verification test is recommended for high-stake decision making.

This report was produced using Saville Consulting software systems and has been generated electronically. Saville Consulting do not guarantee that it has not been changed or edited. We can accept no liability for the consequences of the use of this report.

The application of this test is limited to Saville Consulting employees, agents of Saville Consulting and clients authorised by Saville Consulting.

Introduction to Assessment Report

This report provides feedback on the responses of Sample Candidate to the Swift Executive Aptitude test.

Executive Aptitude Profile

The test consists of three short sub-tests measuring Verbal, Numerical and Abstract aptitude areas that are important in the world of work for a variety of roles. The Executive Aptitude Profile provides a summary total score across the test, as well as sub-scores on the three aptitude areas covered in relation to the comparison group: Senior Managers and Executives (IA; 2009).

Total Score

The Total Score is based on combined results across the verbal, numerical and abstract test questions. It shows how well Sample Candidate has performed overall on the test.

Aptitude Area Sub-scores

These sub-scores provide information on how Sample Candidate performed on each of the three aptitude sub-tests. The pattern of results indicates relative strengths and weaknesses across the following areas of aptitude:
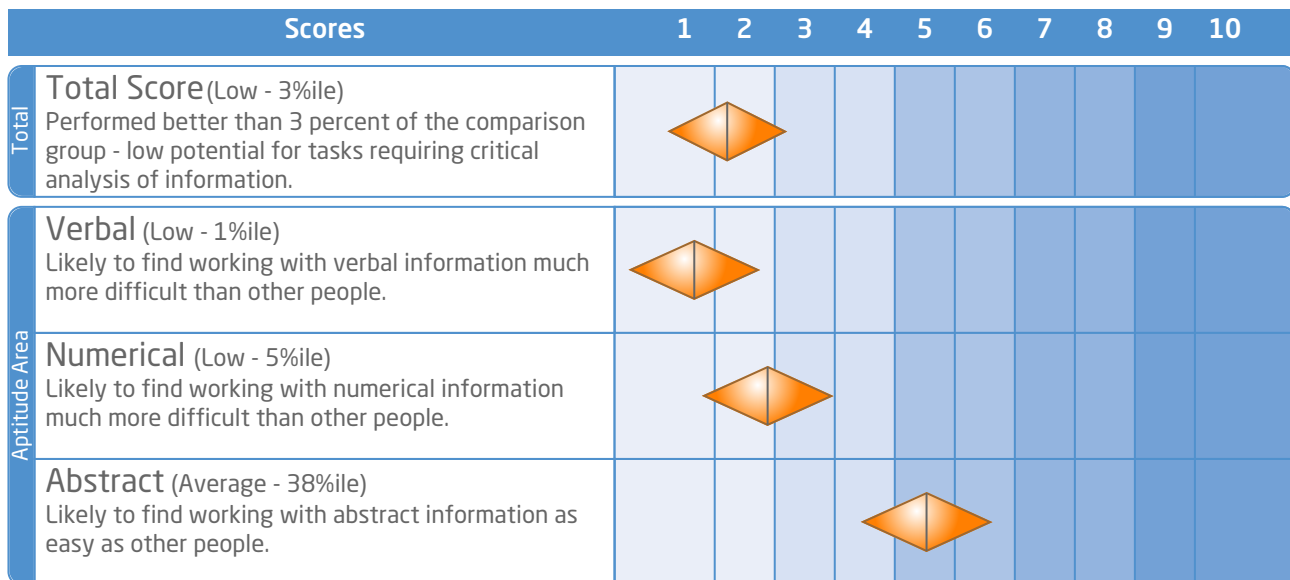
Verbal - assesses the ability to understand, interpret and evaluate written information.

Numerical - assesses the ability to understand, interpret and evaluate data.

Abstract - assesses the ability to understand sequences of patterns and relationships.

Executive Aptitude Profile

The profile shows the Total Score as well as the Aptitude Area sub-scores across the test. The pattern of Verbal, Numerical and Abstract sub-scores indicate relative strengths and limitations. All sub-scores must be interpreted in the light of the Total Score.

Scores	1	2	3	4	5	6	7	8	9	10
Total — **Total Score** (Low - 3%ile) Performed better than 3 percent of the comparison group - low potential for tasks requiring critical analysis of information.		◆								
Verbal (Low - 1%ile) Likely to find working with verbal information much more difficult than other people.	◆									
Numerical (Low - 5%ile) Likely to find working with numerical information much more difficult than other people.		◆								
Abstract (Average - 38%ile) Likely to find working with abstract information as easy as other people.				◆						

Aptitude Area

Interpretation Guidelines

Comparison Group: Senior Managers and Executives (IA; 2009)

Sten 1: higher potential than about 1% of the comparison group

Sten 2: higher potential than about 5% of the comparison group

Sten 3: higher potential than about 10% of the comparison group

Sten 4: higher potential than about 25% of the comparison group

Sten 5: higher potential than about 40% of the comparison group

Sten 6: higher potential than about 60% of the comparison group

Sten 7: higher potential than about 75% of the comparison group

Sten 8: higher potential than about 90% of the comparison group

Sten 9: higher potential than about 95% of the comparison group

Sten 10: higher potential than about 99% of the comparison group

Improving Abilities

Some tips for improving abilities are provided below:

Verbal

- Read and critically evaluate texts.
- Look up the meaning of words and think of alternative words with the same meaning.
- Review understanding of grammar.
- Look for associations between words or types of words.
- Complete crosswords and word games to improve vocabulary.
- Read newspapers, articles on the internet, books and journals to improve ability to understand and interpret written material.

Numerical

- Work with numerical data or materials.
- Revise basic arithmetic principles and equations.
- Complete calculations with and without a calculator.
- Look at tables, graphs and charts and interpret their meaning in words.
- 'Eyeball' data by looking for patterns and predicting future trends.
- Critically examine pieces of numerical information.
- Read financial reports in newspapers and journals.

Abstract

- Work with abstract materials.
- Complete logic puzzles and games.
- Complete abstract analytical problems.
- Try to understand information presented in abstract forms in books and newspapers.
- Try to create abstract diagrams showing the relationship between different components or issues.