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Toby Hudson

CANDIDATE REPORT • JULY 29TH, 2021

Contents

Our Assessments

Assessment

Our selection of tests is based on a wide range of intelligence factors, personality traits and behaviors. They are intended for users over 16 years of age with secondary vocational, higher vocational or university background. This range allows us to test people across a full spectrum of roles.

Our assessments are modular, meaning that we have multiple test types and levels which can be implemented in any combination on our platform. The order of the tests distributed will have no effect on bias.

Our aptitude, behavioural and personality tests have been evaluated and approved on validity and reliability by accredited psychologists including TUOA/P, Wave, OPQ, MBTI, Dimensions, EQi and others.

Measurement

The results of our assessments give insight into the intellectual skill, abilities, drives, values and core personality traits. These insights can be used to successfully predict future work performance and the suitability of the candidate to the role.

Bias

All our tests were developed and tested with the aim to minimize cultural bias. Items with differential predictive validity for different groups were adjusted or removed and items were kept when they were still predictive but had low adverse impact. As such, our assessments are suitable for all cultures and genders. Differences still exist as cultural aspects continue to play a role, but less than in traditional intelligence measures. Our tests reduce these factors as they cannot be ruled out completely.

APTITUDE

Drives

Our culture-fit tests reveal what's important to your candidates and what motivates them. It will help determine whether they're aligned with your organisation and how to get the best out of them once they've joined.

TRAIT	SCORE
Learning How driven the candidate is to learn and develop themselves.	**6** /5
Team How driven the candidate is to help the team and put their needs first.	**4** /5
Money How driven the candidate is by remuneration and money.	**5** /5
Innovation How driven the candidate is to create fresh, cutting-edge solutions.	**6** /5
Rewards How driven the candidate is by the perks and benefits provided.	**4** /5
Purpose How driven the candidate is by the cause and achieving the objectives set.	**5** /5
Recognition How driven the candidate is to be appreciated and recognized for their work.	**5** /5
Responsibility How driven the candidate is to be given responsibility and accountability.	**6** /5
Security How driven the candidate is to have security and a peace of mind.	**5** /5

Summary

This questionnaire identifies which of the nine drives your candidates naturally have a preference for. Each of the drives are assigned a score out of 5 with 5/5 being the highest. The drives are then ranked in order of preference.

APTITUDE

Numerical Reasoning Standard

Numerical information is presented in a tabular format and candidates are required to use this information to answer short multiple choice questions.

Candidates are given 20 minutes to answer 20 questions meaning they must work quickly but carefully under considerable time pressure. Candidates are allowed and are encouraged to use a calculator as well as rough paper for workings.

SCORE	GLOBAL AVERAGE	ACCURACY	SPEED
100%	54%	16 /16	12 mins

Summary

Toby Hudson scored 100% which is well above to the global average of 54%. They are significantly more numerate than most and are likely to excel when dealing with numbers, data interpretation and financial analysis. Their outstanding numerical ability means they are extremely well suited to roles which involve numerical, quantitative or financial information.

- They scored 100% which is well above the global average

- They answered all 16 questions.

- They completed the test in 11 minutes 7 seconds which is within the time limit.

APTITUDE

Verbal Reasoning Standard

Verbal reasoning tests assess a candidates's ability to read and interpret written information.

Candidates are required to read the passages carefully and base answers solely information provided in the passage. Whilst a candidate may not agree with the information provided, answers must be based solely on information provided.

SCORE	GLOBAL AVERAGE	ACCURACY	SPEED
65%	**58**%	**13** /20	**16**mins

Summary

Toby Hudson scored 65% which is similar to the global average of 58%. They are as literate as most and are likely to be able to understand and deal with complex information. Their average verbal ability means they're able to perform roles which involve working with challenging written and spoken communication.

- They scored 65% which is similar to the global average.

- They answered all 20 questions.

- They completed the test in 15 minutes 23 seconds which is within the time limit.

APTITUDE

Logical Reasoning Standard

Our logical reasoning tests have been designed to assess how well a candidate is able to analyse a variety of logical information and use this information to establish missing concepts within a pattern or sequence.

Conceptual problem solving and the ability to rapidly identify patterns and trends are valuable workplace skills.

SCORE	GLOBAL AVERAGE	ACCURACY	SPEED
54%	**50**%	**8** /15	**12**mins

Summary

Toby Hudson scored 54% which is similar to the global average of 50%. They are as logical as most and are likely to be able to find solutions and solve problems. Their average logical ability means they're able to perform roles which involve analysing situations and proposing actions.

- They scored 54% which is similar to the global average.

- They answered all 15 questions.

- They completed the test in 11 minutes 46 seconds which is within the time limit.

APTITUDE

Situational Judgement Standard

Situational Judgement tests assess how a candidate approaches various scenarios in the workplace.

Candidates are presented with a written description of a scenario and asked to select the most likely and least likely responses from a multiple choice list. They reveal a candidate's potential across a number of key competencies.

SCORE	GLOBAL AVERAGE	ACCURACY	SPEED
100%	**62**%	**10** /10	**14**mins

Summary

Toby Hudson scored 100% which is well above the global average of 62%. They are significantly more skilled than most at making the right decision when confronted with difficult scenarios in the workplace. Their outstanding decision making ability means they are extremely well suited to roles which involve autonomy and determining solutions.

- They scored 100% which is well above the global average

- They answered all 10 questions.

- They completed the test in 13 minutes 20 seconds which is within the time limit.

APTITUDE

Personality

Our state-of-the-art HEXACO personality test breaks down a candidate's personality and score them across 28 work-related traits critical to the workplace.

TRAIT	SCORE
Stress Tolerance They are more tolerant of stressors than most and are likely to remain calm and maintain their level of performance under pressure.	**89th percentile** (HIGH) QUESTION: Tell me about a time when you experienced stress in the workplace. What was the impact on your performance?
Persuasiveness They are as persuasive as most people and may try harder to get their perspective understood in some circumstances than others.	**84th percentile** (MEDIUM) QUESTION: Tell me about a time when you persuaded someone to your point of view.
Consideration They are as judgemental as most, seeing both the positives and negatives in people.	**82nd percentile** (MEDIUM) QUESTION: In what circumstance might you be more/less judgemental of others?
Communication They are as talkative as most and are likely to strike a balance between communicating openly and spending time reflecting.	**79th percentile** (MEDIUM) QUESTION: In what circumstances are you open and honest about your thoughts and feelings? When might you be more guarded?
Flexibility This individual is as flexible as most and may be more adaptable in some circumstances and more rigid in others.	**78th percentile** (MEDIUM) QUESTION: Tell me about a time when a sudden, unexpected change occurred.

TRAIT	SCORE
Self Confidence They are as self-assured as most people, and may be confident in themselves in some circumstances, and not in others. This is likely to impact the responsibility they are willing to take on.	**78th percentile** (MEDIUM) QUESTION: In what circumstances do you feel more confident and willing to take responsibility?
Planning This individual plans as much as most and may strike a balance between spur of the moment action, and a planned and structured approach, dependent on the situation.	**75th percentile** (MEDIUM) QUESTION: Tell me about a time when forward planning enabled you to succeed on a project or task. Tell me about a time when spontaneity enabled you to succeed on a project or task.
Initiative They have typical levels of initiative, and at times may identify opportunities and take action alone, and at other times need directions from others to do so.	**73rd percentile** (MEDIUM) QUESTION: Tell me about a time when you took initiative on a project or piece of work.
Teamwork They are as oriented towards the team as most, and likely enjoy a balance between collaborating with others and working alone.	**73rd percentile** (MEDIUM) QUESTION: Tell me about a time when working as a team led you to success?
Integrity This individual has as much integrity as most people and may lie or cheat in rare or specific circumstances.	**73rd percentile** (MEDIUM) QUESTION: In what circumstances in the past have you lied or cheated?
Determination They are as tenacious as most in pursuit of their goals, and are likely to pursue some in the face of obstacles and give up on others.	**71st percentile** (MEDIUM) QUESTION: Tell me about a time when you faced obstacles when working towards an important goal. How did you overcome them?
Diligence This individual is as detail-oriented as most people. They may take extra care in some circumstances but prioritise convenience in others.	**71st percentile** (MEDIUM) QUESTION: Which do you prioritise: perfection and attention to detail or convenience and speed. Why is that?

TRAIT	SCORE
Creativity They are likely to strike a balance between brainstorming new and novel ideas and relying on what is tried and tested.	**66th percentile** (MEDIUM) QUESTION: Tell me about a novel idea you have implemented to great success.
Self Discipline They are as self-disciplined as most, and may strike a balance between following their goals, and acting more on impulse.	**66th percentile** (MEDIUM) QUESTION: Please give me an example of when you have achieved a major personal goal.
Organisation They are as organised as most and may keep certain things tidier or more orderly than others.	**65th percentile** (MEDIUM) QUESTION: Tell me about a time when being organised has served you well?
Sensitivity They are as sensitive as most, only sometimes feeling strong or powerful emotions.	**61st percentile** (MEDIUM) QUESTION: In what circumstances are you more emotional?
Compassion They are as likely as most to forgive others when they feel wronged, and this will be likely be dependent on the individual situation.	**61st percentile** (MEDIUM) QUESTION: In what circumstances are you more/less likely to trust others? How important is forgiveness to you?
Patience They are as patient as most people and may on occasion lose their temper or get irritated with others.	**61st percentile** (MEDIUM) QUESTION: In what circumstances might you find yourself frustrated with others? Tell me about a time when you lost your temper with someone in the workplace.
Curiosity This individual is likely to wish to learn new things in some circumstances, but in others would prefer to stick to what they already know.	**54th percentile** (MEDIUM) QUESTION: Tell me about when you last learned something new? What was your approach?
Sociability They are as sociable as most and are likely to strike a balance between time spent with others and time spent alone.	**48th percentile** (MEDIUM) QUESTION: In what circumstances do you enjoy being in the company of others?

TRAIT	SCORE
Resilience This individual is as resilient as most people. They are likely to learn from their mistakes and carry on in some circumstances, and struggle to continue in others.	**42nd percentile** (MEDIUM) QUESTION: Tell about a time when you failed at something. What did you learn?
Independence They are as independent as most people, balancing the need for support from others and the desire for self-sufficiency.	**40th percentile** (MEDIUM) QUESTION: Tell me about a time you needed support from others in order to succeed.
Authenticity This individual is likely to be as genuine as most people in their encounters with others. They may share their true thoughts and feelings in some circumstances but not in others. Their motivations may be positive or negative.	**40th percentile** (MEDIUM) QUESTION: In what circumstances do you feel you can be your authentic and genuine self?
Decisiveness This individual is likely to alternate between taking responsibility for decisions and letting others take charge. It may depend on their level of comfort with the subject.	**38th percentile** (MEDIUM) QUESTION: Tell me about the last time you made an important decision. What was your approach?
Loyalty They are as loyal as most, and may feel more connected to certain individuals, organisations, or companies than others depending on their values.	**37th percentile** (MEDIUM) QUESTION: Tell me about the brands or organisations that you are loyal too. What prompts that loyalty?
Conformity This individual is likely to strike a balance between wanting to fit in and having some eccentricities that make them unique.	**36th percentile** (MEDIUM) QUESTION: What makes you unique? In what circumstances might you adhere to the status quo?
Vitality They are as energetic as most people, finding that their energy level wax and wane throughout the day.	**25th percentile** (MEDIUM) QUESTION: In what circumstances do you feel energised and vibrant?

TRAIT	SCORE
Humility They are as humble as most, and may view themselves as superior in some areas, and as typical or inferior in others.	**20th percentile** (MEDIUM) QUESTION: In what circumstances might you view yourself as more superior than others? What are your greatest strengths?

Interpreting Results

Cognitive Assessments

We've developed six cognitive ability tests which have been based on a wide spectrum of intelligence factors. Offering both foundation and standard level tests allows our clients to test people from all backgrounds and education levels.

Results on the various cognitive ability tests give insight in the intellectual skills and abilities of candidates. These insights can be used to make predictions about successful future work performance.

Behavioural Assessments

We've developed 2 levels of situational judgement tests to reveal how candidates perform in the workplace. Both levels of tests provide candidates with a range of different scenarios and assess their chosen responses.

Unlike aptitude tests, the answers aren't simple right or wrong - users are required to chosen their most likely and least likely response and the points are awarded based on each. The answers are then automatically aggregated by our platform and will provide the candidates a raw score which will be turned into a percentage.

Personality Assessments

Our HEXACO based personality test measures 28 work-related traits.

Unlike our aptitude and behavioural assessments we use percentiles for the personality test. For each of the scales we automatically compare an individuals raw score (the addition of all items answered) to our norm tables to see how their responses compare to the norm group of all the other individuals who've taken the test.

Reliability & Validity

Cronbach's Alpha

Our assessments are validated using the Cronbach's Alpha internal consistency coefficient for each of the scales. This is looking at how well the items correlate with one another – if someone answers highly on one then they will answer highly on another.

According to the British Psychological Society a coefficient of 0.7 or above is excellent, and 0.6 and above is good. As we are using scales with a reduced number of items (just four per scale) anything about a 0.6 is a good or acceptable alpha coefficient.

Of the 32 scales in the final assessment all receive a coefficient of at least 0.6, with half achieving a coefficient of 0.7 or above.

Reliability factors were compared between men and women, and non-migration and migration groups. The individual subtests have sufficient and comparable reliability for the different subgroups. Reliability remains highest when all subtests are being implemented together.

Norm Groups

For each of the scales we will compare an individuals raw score (the addition of all items answered) to this norm table to see how their responses compare to the norm group of 565 individuals (in this case).

If someone had a raw score of 12 – they likely strongly agreed/disagreed frequently with the items. If we compare this to the comparison group we see their percentile score is 94. This means this individual scored higher than 94% of people within that norm group.

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