

# REVELIAN

## INDIVIDUAL REPORT KATHERINE ADAMS

Report Date: 06 Aug 2018  
Position: Example Position  
Client/Company: ABC Company

Assessments Included	Report Interpretation Module	Assessment Date	Results Valid Until
<a href="#">CognifyR</a>		20 Feb 2018	20 Feb 2019

**IMPORTANT! DO NOT share this report with individual candidates. It contains a link to confidential and sensitive information about all candidates for this position.**

#### Please note:

- R Candidate has previously completed this assessment and has released their results to be considered for this position.
-  This multi-media presentation provides a guided tour of the individual candidate report content and structure to support the interpretation of the results. Please note this presentation relates to a generic example and not the actual candidate listed above.

#### Notice To Report Recipient(s)

Information contained within this report is private and confidential, and is provided on the basis that its recipient(s) will use it responsibly.

Revelian's involvement in the recruitment process is limited to providing the prospective employer with information regarding the relevant attributes of candidates as measured by Revelian assessments. It is the prospective employer who makes final selection decisions. As some assessments were completed unsupervised by this candidate, Revelian can not guarantee that their responses are their own. Supervised testing, where possible, is recommended in this case.

Revelian recommends that assessment information be considered along with information gained from other sources when making final selection decisions.

## REPORT INTERPRETATION AND SUPPORT

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Revelian provides the following supporting resources and options to ensure appropriate interpretation of candidate assessment reports.

### Support Resources

1. **Report Interpretation Modules** appear throughout this report to help you interpret the information presented. Please click on the link provided to view an online presentation providing a generic overview of the content and structure of the report. The modules are designed to help support your interpretation of the results and ultimate recruitment decisions.



Please click the media icon to view the [Individual Candidate Report Interpretation Presentation](https://app.revelian.com/reports/individual/) (<https://app.revelian.com/reports/individual/>).

2. **eLearning Modules** provide you with a comprehensive overview of each assessment, including assessment theory, structure of the assessment, candidate experience and interpretation of results. These training modules are accessed via the 'Learning Centre' in your Revelian Workspace. Please revisit these modules as often as you like as an ongoing reference.

3. **Psychologist Support** is available as needed. To arrange further consultation with a Revelian Psychologist, please telephone 1300 137 937 (within Australia), 0800 046 9690 (within United Kingdom), 888 260 4639 (within United States) or +61 7 3552 5700 (outside Australia) during business hours. Alternatively, please email: [clientservices@revelian.com](mailto:clientservices@revelian.com).

## ASSESSMENT SUMMARY

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The following report provides information regarding Katherine Adams's results on Cognify. Katherine is currently being considered for the position of Example Position.

Katherine's score on the assessment can be briefly described as follows.

Assessment	Score
<a href="#">Cognify</a>	Exceeded 81% of a sample of the general population (AU)

Katherine's performance can be ranked against other candidates who have completed all the required assessments.

**Candidate Rank:** 1 out of 4 candidates

The details of other candidates applying for the position can be accessed by viewing the position report, available by clicking [here](#).

This report is based on the results of Cognify. This assessment provides insight into Katherine's general mental ability. Other qualities relevant to Katherine's suitability for the role may be best understood using additional selection methods, such as additional psychological assessment, interviews and reference checks. In making a final selection decision, Revelian recommends that all available information about the candidate be considered.

The remainder of this report provides further information regarding Katherine's assessment results.

## REPORT INTERPRETATION

For further details regarding the interpretation of the results presented below, please view the following online Report Interpretation presentation. This learning module explains how to interpret this specific section of the report and extract additional meaning from the results presented.

 Please click the media icon to view the [Cognify Report Interpretation Presentation](https://app.revelian.com/psych/cognify/) (https://app.revelian.com/psych/cognify/).

## BACKGROUND INFORMATION

The Cattell, Horne and Carroll (CHC) model of human intelligence and abilities is a highly respected and strongly supported model for categorising human cognitive ability. Cognify includes a series of game-based psychometric assessments that measure predictors of employee performance at work, which align closely with the CHC model.



**Problem Solving** measures fluid reasoning and encompasses a candidate's ability to solve new problems without prior knowledge. This ability influences the capacity to learn quickly on the job and succeed in a role.



**Numerical Reasoning** measures how well a candidate comprehends quantitative and numerical concepts. This ability is important for roles where knowledge and working with numbers are critical in completing day-to-day tasks.

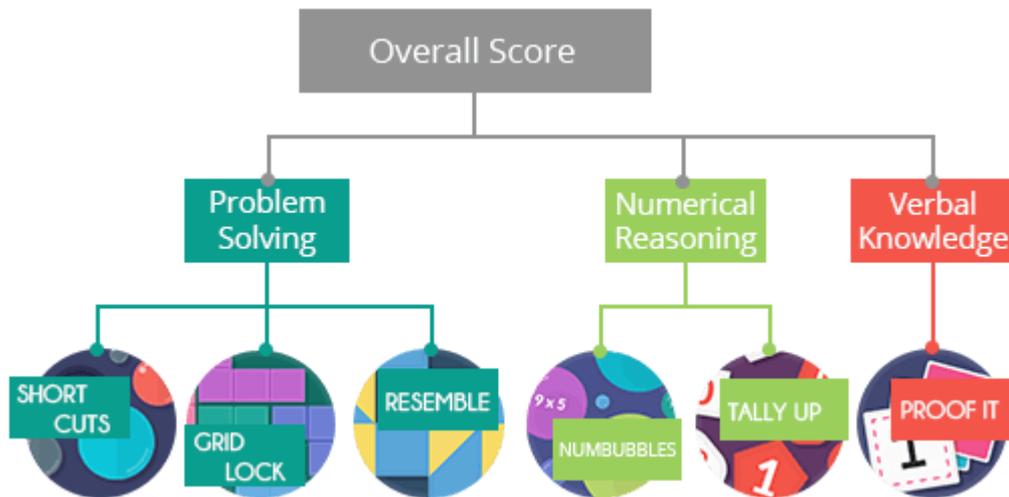


**Verbal Knowledge** refers to a candidate's breadth of knowledge and ability regarding written language. In particular this refers to skills such as spelling, grammar and identifying errors in text. This ability is important for roles where reading and writing is required for day-to-day tasks.

## ANALYSIS

After Katherine completed Cognify, her game play data was calculated to yield an Overall Score, Broad Ability Scores and Game Scores. Please note that when interpreting these scores, the Overall Score should be considered as most reliable, while the Broad Ability and Game Scores should be viewed as supplementary information.

The graphic below shows the relationship between the Overall Score, Broad Ability Scores and Game Scores presented in this report.



The scores achieved by Katherine were compared with those of a selected group of people. Katherine's score was compared with those of a sample of adults employed in a broad cross-section of mainly professional positions. This comparison group was the most appropriate to the position of those available.

To convey how well Katherine has performed on Cognify, her scores are described in a number of ways. Katherine's scores were assessed in terms of the percentage or proportion of the comparison group they exceeded. Additionally, her scores were given a classification to describe the range in which they fell. As shown below, these classifications represent different parts of the 'normal' curve that is produced when the scores of large groups of people are plotted.



## RESULTS AND INTERPRETATION

### Overall Score

As a result of completing Cognify, Katherine's Overall Score has been calculated by combining the scores from all games. This is the most reliable indicator of her ability, and provides insight into performance across all games, as shown in Table 1 below.

Table 1 - Katherine's Overall Score Relative to the Comparison Group



As Table 1 shows, Katherine performed very well in relation to the comparison group for their Overall Score. Specifically, she achieved a score that was higher than 81% of the general population and fell within the Above Average range. Katherine's favourable performance in relation to this comparison group indicates that in terms of the abilities measured by Cognify, she has demonstrated an appropriate level of suitability for the position.

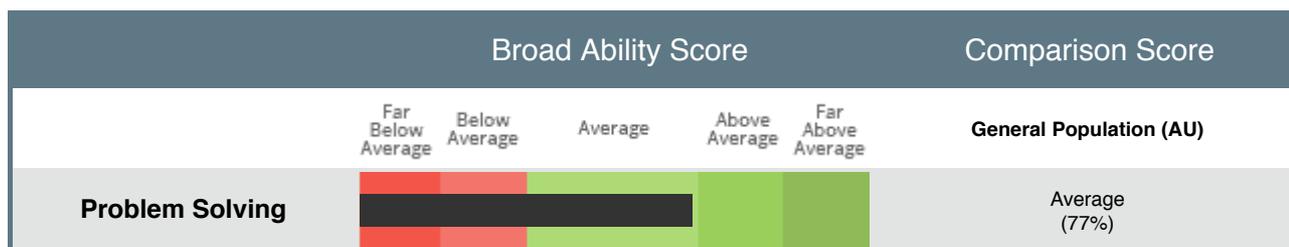
### Problem Solving

By combining the games *Short Cuts*, *Grid Lock*, and *Resemble*, Katherine's abilities in relation to Problem Solving can be assessed and described by scores across these games. This ability can be examined in relation to the comparison group and provides an indication of Katherine's performance across a number of areas, including:

- reasoning and problem solving
- switching tasks quickly and seamlessly and
- learning quickly under pressure.

Katherine's Problem Solving score is displayed below in Table 2.

Table 2 - Katherine's Problem Solving Score Relative to the Comparison Group



As Table 2 shows, Katherine performed well in relation to the comparison group for Problem Solving. Specifically, she achieved a score that was higher than 77% of general population and fell within the Average range.

Game Scores are calculated using a number of metrics that are derived from analysing game play. As with the Overall and Broad Ability Scores, individual Game Scores are able to be examined in relation to the comparison group, as shown below in Table 3.

Table 3 - Katherine's Game Scores Relative to the Comparison Group

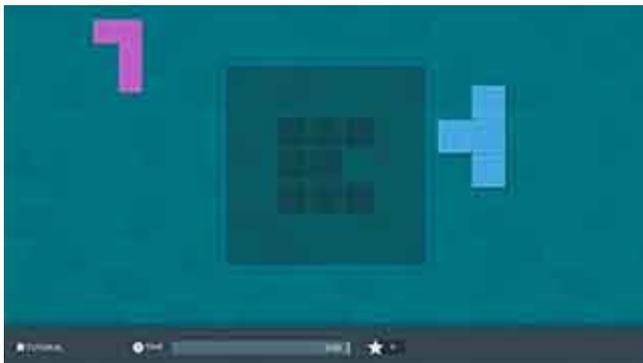
	Game Scores					Comparison Score
	Far Below Average	Below Average	Average	Above Average	Far Above Average	General Population (AU)
<b>Short Cuts</b>	██████████		██████████	██████████	██████████	Average (72%)
<b>Grid Lock</b>	██████████		██████████	██████████	██████████	Average (66%)
<b>Resemble</b>	██████████		██████████	██████████	██████████	Above Average (86%)

A short description of each of these games is provided below.



In *Short Cuts*, the candidate needs to move the blue marble to the starred area. The aim is to do so as efficiently as possible for each puzzle.

Candidates who perform well are likely to have strong reasoning skills and sound quantitative knowledge



In *Grid Lock*, the candidate solves a succession of puzzles by fitting all of the pieces into the grid as quickly as they can.

Top performers in this game are likely to have strong general and spatial reasoning skills.



In *Resemble*, the candidate needs to mentally rotate the image on the left and then replicate it on the right.

As with *Grid Lock*, candidates who perform well are likely to have strong general and spatial reasoning skills.



## Numerical Reasoning

By combining the games *Numbubbles* and *Tally Up*, Katherine's abilities in relation to Numerical Reasoning can be assessed and described by scores across these games. This ability can be examined in relation to the comparison group, and provides insight into Katherine's:

- numerical reasoning
- mathematical knowledge and
- ability to solve mathematical problems under time pressure.

Katherine's Numerical Reasoning score is displayed below in Table 4.

Table 4 - Katherine's Numerical Reasoning Score Relative to the Comparison Group

	Broad Ability Score					Comparison Score
	Far Below Average	Below Average	Average	Above Average	Far Above Average	General Population (AU)
<b>Numerical Reasoning</b>						Above Average (82%)

As Table 4 shows, Katherine performed very well in relation to the comparison group for Numerical Reasoning. Specifically, she achieved a score that was higher than 82% of general population and fell within the Above Average range.

Game Scores are calculated using a number of metrics that are derived from analysing game play. As with the Overall and Broad Ability Scores, individual Game Scores can be examined in relation to the comparison group, as shown below in Table 5.

Table 5 - Katherine's Game Scores Relative to the Comparison Group

	Game Scores					Comparison Score
	Far Below Average	Below Average	Average	Above Average	Far Above Average	General Population (AU)
<b>Numbubbles</b>						Above Average (84%)
<b>Tally Up</b>						Average (79%)

A short description of each of these games is provided below.



In *Numbubbles*, the candidate is given a target number, and needs to identify and pop the bubbles containing an equation that equals the target. They need to do this as quickly and accurately as they can.

High performers are likely to have strong quantitative and fluid reasoning skills.





In *Tally Up*, the candidate needs to quickly identify which group of tokens has the highest value.

Candidates who do well are likely to have strong quantitative and fluid reasoning skills.



## Verbal Knowledge

By examining Katherine's results on the game *Proof It*, her ability in relation to Verbal Knowledge can be assessed and described. This ability is able to be examined in relation to the comparison group and provides an indication of Katherine's capacity to identify misspelled words, grammar and punctuation errors in passages of text.

Table 6 - Katherine's Verbal Knowledge Score Relative to the Comparison Group

	Verbal Knowledge					Comparison Score
	Far Below Average	Below Average	Average	Above Average	Far Above Average	General Population (AU)
<b>Proof It</b>						Far Above Average (98%)

As Table 6 shows, Katherine performed extremely well in relation to the comparison group for Verbal Knowledge. Specifically, she achieved a score that was higher than 98% of general population and fell within the Far Above Average range.

A short description of this game is provided below.

### Important Considerations

Although assessments of this nature are accurate, a candidate's results may be influenced by such things as the environment in which the test was taken and their comfort with the testing process. Therefore, the candidate's assessment score should be considered an approximation of their abilities and should be considered in conjunction with other information obtained during the recruitment process.