

REVELIAN

INDIVIDUAL REPORT KATHERINE ADAMS

Report Date: 18 Jan 2019
Position: Example Position
Client/Company: ABC Company

Assessments Included	Support Resources	Assessment Date	Results Valid Until
CognifyR		15 Jan 2019	15 Jan 2020
Emotify		15 Jan 2019	15 Jan 2020

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.



Support resources are available for each assessment to assist in your interpretation of the report and candidate results.

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. Suitability scores within this report are based only on the assessment scores, and on the weightings attached to those scores. Revelian can not guarantee that the weights assigned within this report are appropriate for the position. 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

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

Support Resources

1. **Support Resources** are available throughout the report to help you interpret the information presented. Click on the icons or links where available in the report to access further information.
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.

ASSESSMENT SUMMARY

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

Katherine's overall performance can be described by a suitability score, which takes into account her performance across each of the assessments.

Candidate Suitability Score: 92 out of a possible 100

Katherine's scores on the assessments can be briefly described as follows.

Level of Suitability					Assessment Score		
	Far Below Average	Below Average	Average	Above Average	Far Above Average	Cognify	Emotify
Overall Suitability						81%	80%
Assessment	Score						
Cognify	Exceeded 81% of a sample of the general population (AU)						
Emotify	Exceeded 80% of a sample of the general population (AU)						

Katherine's performance can also 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 and Emotify. These assessments provide insight into Katherine's general mental ability and measured aspects of Katherine's emotional intelligence. 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, Horn 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.

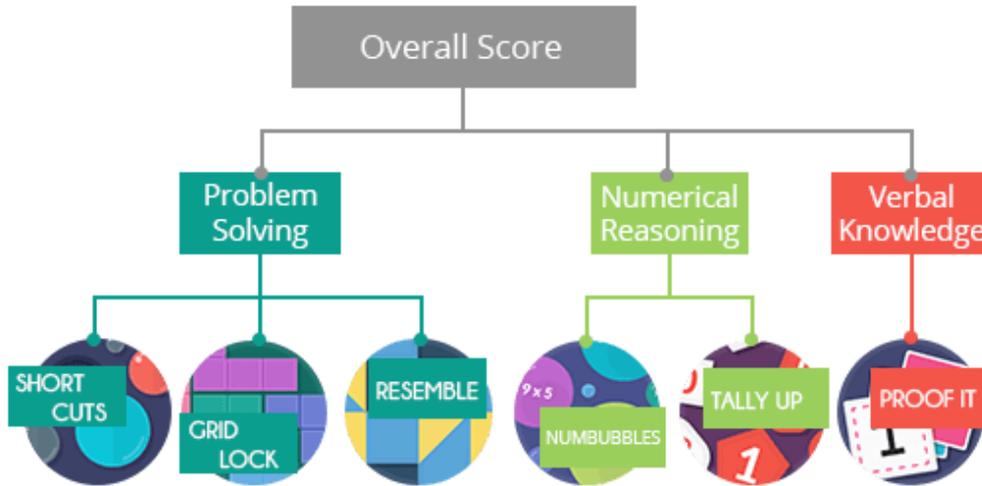


Verbal Knowledge refers to a candidate's breadth of knowledge and ability regarding written language. In particular this refers to skills such as spelling, grammar and identifying errors in text. This ability is important for roles where reading and writing is required for day-to-day tasks.

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.

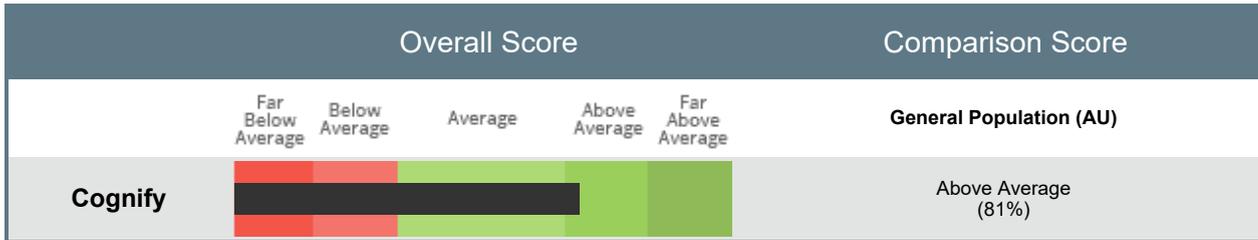


RESULTS AND INTERPRETATION

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.

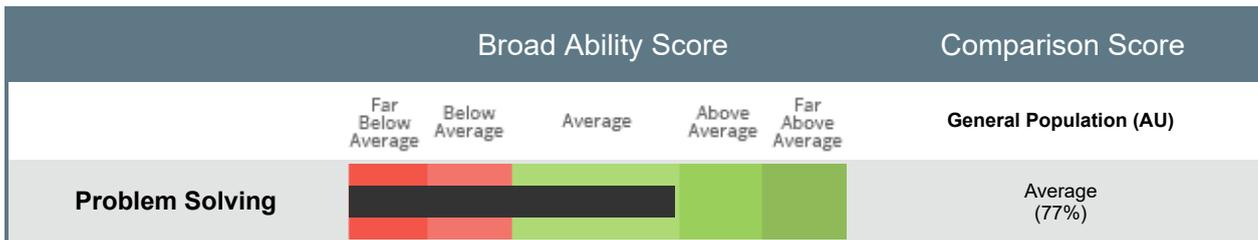
Problem Solving

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)
Short Cuts	█		█			Average (72%)
Grid Lock	█		█			Average (66%)
Resemble	█		█			Above Average (86%)

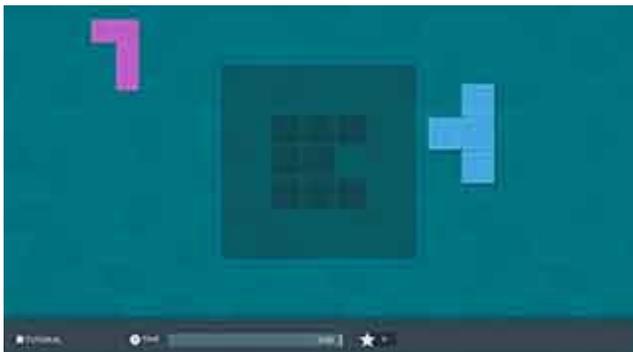
A short description of each of these games is provided below.



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)
Numerical Reasoning						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.

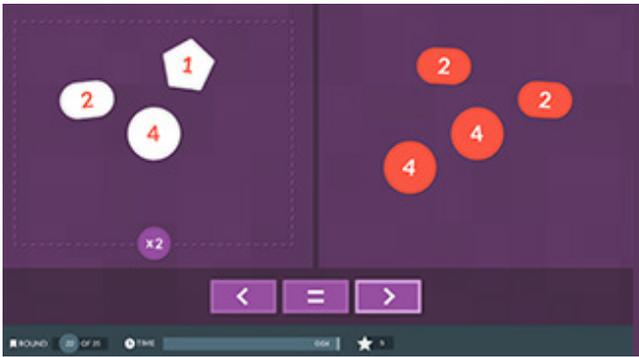
Table 5 - Katherine's Game Scores Relative to the Comparison Group

	Game Scores					Comparison Score
	Far Below Average	Below Average	Average	Above Average	Far Above Average	General Population (AU)
Numbubbles						Above Average (84%)
Tally Up						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

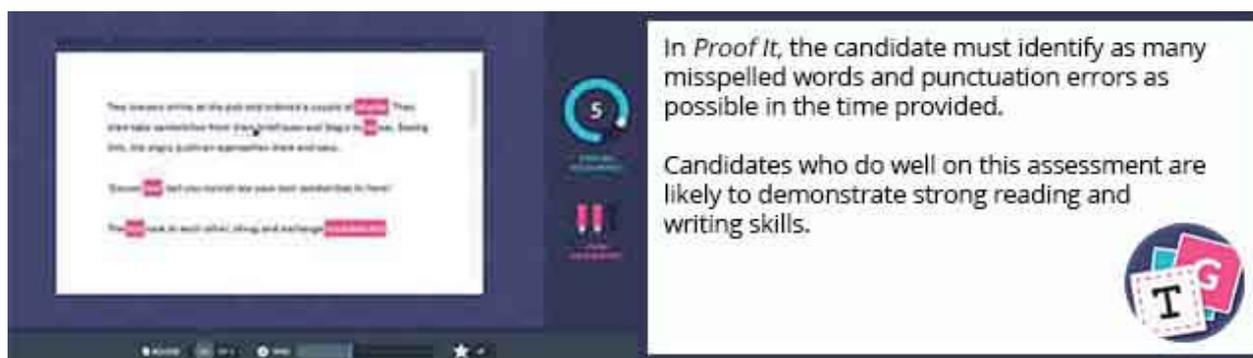
By examining Katherine's results on the game *Proof It*, her ability in relation to Verbal Knowledge can be assessed and described. This ability is able to be examined in relation to the comparison group and provides an indication of Katherine's capacity to identify misspelled words, grammar and punctuation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

EMOTIFY

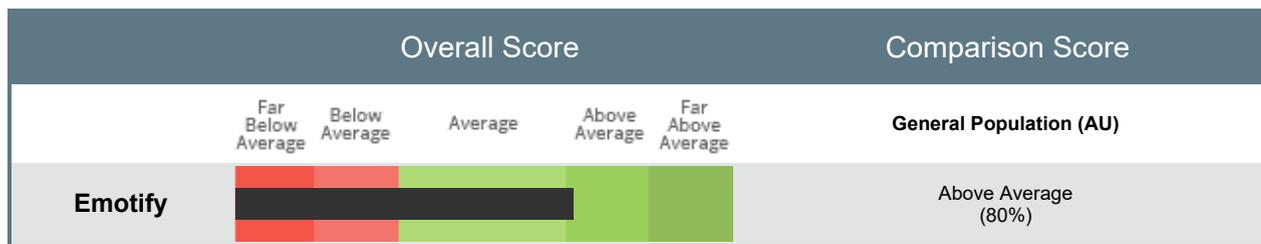
SUPPORT RESOURCES

To assist in your interpretation and understanding of candidate results, additional information and support resources are available on our [Emotify Resource Page](#).

KATHERINE'S EMOTIFY RESULTS

Katherine completed Emotify, an ability based measure of emotional intelligence. This assessment measured Katherine's ability to accurately identify and understand emotions. Research has shown that emotional intelligence is associated with important work related outcomes such as interpersonal effectiveness, collaboration and team work, decision making and success in leadership and management roles.

KATHERINE'S OVERALL EMOTIONAL INTELLIGENCE RESULTS



Katherine's overall Emotify score was higher than 80% of the General Population comparison group, which indicates that she is likely to:

- **Display high levels of emotional intelligence when interacting with others, working in teams, and making decisions**
- **Be able to accurately read and interpret emotions displayed by others, and therefore respond accordingly**
- **Have a strong awareness of emotions and their impact on self and others in different situations**
- **Have the capacity to successfully build and develop relationships with others, such as colleagues, customers and clients**

In terms of the abilities assessed by Emotify, Katherine's results indicate that she would be well suited for the position of Example Position.

More detailed information on Katherine's results are provided below, which can be used to determine if Katherine has strengths and development areas in particular aspects of emotional intelligence.

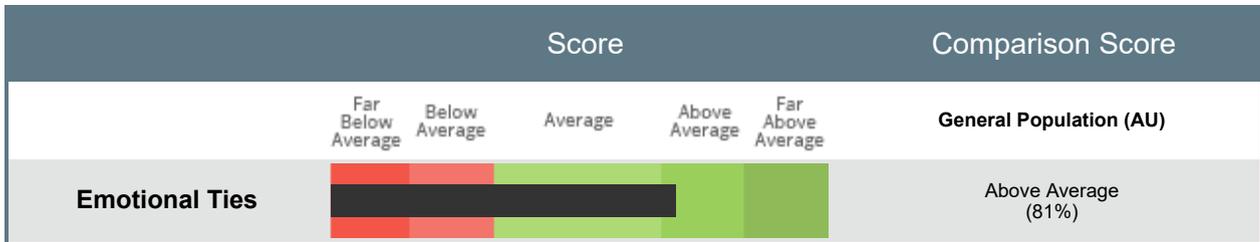
KATHERINE'S PERCEIVING EMOTIONS SCORE

Katherine completed an assessment called Matching Faces, which measured her ability to quickly and accurately identify a broad range of emotions in facial expressions. Individuals who are able to accurately perceive emotions are more likely to identify a need to respond and adapt to people and situations as required. Katherine's score is shown below.



KATHERINE'S UNDERSTANDING EMOTIONS SCORE

Katherine completed an assessment called Emotional Ties, which assessed her ability to recognise emotions and her awareness of how different situations and events influence emotions. Individuals with a strong understanding of emotions are better able to predict future emotions based on current events and use this knowledge to inform their approach to people and situations. Katherine's score is shown below.



INTERVIEW QUESTIONS FOR KATHERINE

These questions are based on Katherine's scores on Emotify. They highlight areas you may choose to investigate further if she progresses to an interview.

Interview Question Positioning Statement

As part of the recruitment process you completed an assessment called Emotify, which assessed aspects of your emotional intelligence. I have a few questions for you in relation to this assessment.

General Questions for Katherine

How did you find completing Emotify? Is there anything about your test experience that you would like to share?

Emotify measures aspects of emotional intelligence. What role do you think emotions play in the workplace?

In what work situation do you think it would be important to identify how someone else is feeling, and understand that emotion?

Perceiving Emotions Questions for Katherine

Note to interviewer: candidates with a sound ability to identify emotions are typically able to correctly determine how others are feeling. They are generally aware of subtle cues in body language, tone of voice and facial expressions that indicate how someone may be feeling.

Can you describe a time when you misread a situation and how the people involved were feeling? What happened and what did you do?

What information do you use when interacting with someone to determine how they may be feeling? Can you provide an example of when you've used this information at work?

Understanding Emotions Questions for Katherine

Note to interviewer: candidates with a strong ability to understand emotions are likely to have a comprehensive knowledge of emotions, how they change and evolve, and how their actions influence their own and others' emotions.

Can you describe a time when you've been able to predict how someone is likely to feel about some news, and how you used this to determine your approach to that situation?

How do you use your understanding of emotions and their role in the workplace to guide your interactions with others? Can you provide an example?

Important Considerations

Emotional intelligence has demonstrated strong links with job performance across a wide range of occupations and industries. Its greatest power however lies in predicting performance in jobs that involve working with others. Therefore, an assessment of emotional intelligence is most relevant when recruiting for positions that involve a high degree of team work, customer service or management of others (e.g., supervisory or leadership roles).

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 emotional intelligence and should be considered in conjunction with other information obtained during the recruitment process.