



Assessment Report

name:

John Doe

email:

John.doe@xyz.com

date:

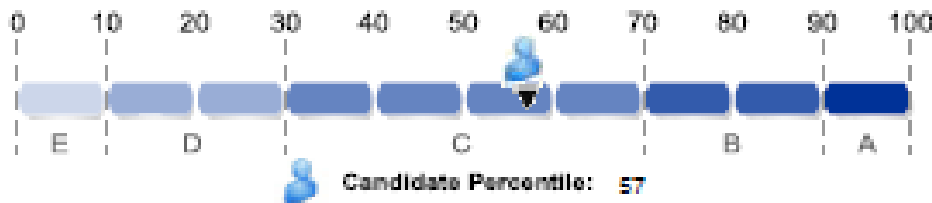
30/Jul/2012



Overall Performance



Candidate: John Doe
Norm Group: Senior Management



- A - Well above average (91st percentile and above)
- B - Above average (71st – 90th percentiles)
- C - Average (31st – 70th percentiles)
- D - Below average (11th – 30th percentiles)
- E - Well below average (10th percentile and below)

The bar above shows overall performance on the W-GCTA_{UK} in comparison to Senior Management who have previously completed the test.

Number of Questions Answered: 40
T-Score: 62
Time Taken: 28 mins

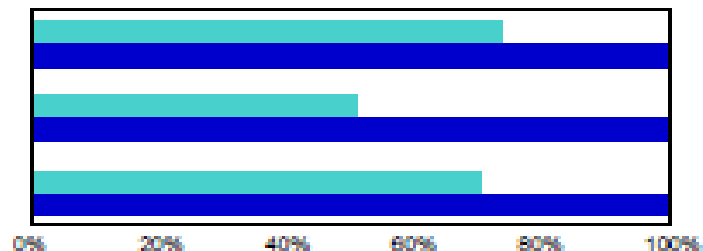
Subtest Performance

The subtests of the W-GCTA_{UK} can be considered in 3 clusters of critical thinking. In the graph below, the light coloured bar shows the candidate percentile on each cluster compared to the UK General Population. The dark coloured bar shows the percentage number of questions answered.

Recognition of Assumptions (12 items)

Evaluation of Arguments (12 items)

Drawing Conclusions (16 items)



Subtest scores can provide useful information in a development or guidance context, but should not be used for recruitment and selection. It is recommended that W-GCTA[®] should be used in combination with other assessment techniques.

name John Doe

page 2

Norm groups available for selection purposes :

Comparison Group	Percentile
• UK General Population	79
• Graduates	67
• Managers	69
• Senior Management	57
• UK Private Sector Graduates	66
• UK Public Sector Graduates	66
• Graduates in Law, Business, Economic or Finance	74
• Public Sector Managers	67
• Private Sector Managers	73
• Executive Search candidates (UK)	52

Norm groups available for development purposes :

Comparison Group	Percentile
• Development and Outplacement	63
• Public Sector High Flyer Development Programmes	63

Re-testing

While unsupervised, online administration of tests can save significant time and cost in recruitment, it does open a window of opportunity for potential cheating. A 're-test' or second test is available for supervised administration either online or via paper-and-pencil. We recommend re-testing candidates who are successful in the first test or further stages of the recruitment process. This re-test or second testing can help to ascertain whether it was the candidate who took the first test and without assistance.

If administering the second test online, in a supervised environment, an automatic report will flag whether there is a statistical difference between the two test scores. If administering the second test via paper-and-pencil, in a supervised environment, you will have to enter the raw score into the online platform to generate this report.