Test User: Occupational, Ability Feedback Practice

The following role play scenario will provide you with the opportunity to practice giving verbal feedback to a participant who has completed a Numerical Reasoning assessment and a Verbal Reasoning assessment. You will need to read through the information provided and clearly explain the nature of these assessments, what the participant's score means and any next steps they should take.

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Feedback Scenario

The assessment – Numerical Reasoning

Reason for taking the assessment – The participant has completed an online Numerical Reasoning assessment as part of the selection process for a role as a Research Analyst. The benchmark for this assessment is the 30th percentile.

The test itself – The Numerical Reasoning test assesses the participant's ability to understand, interpret and communicate numerical data. This assessment includes questions relating to data and equations which are presented using graphs and tables.

Norm group – UK Working Population

Candidate's Score
- T Score 54
- 66th Percentile
- Raw score 75
- Grade band C

The assessment – Verbal Reasoning

Reason for taking the assessment – The participant has completed an online Verbal Reasoning assessment as part of the selection process for a role as a Research Analyst. The benchmark for this assessment is scoring in the 25th percentile.

The test itself – The Verbal Reasoning test assesses the participant's ability to understand, interpret and communicate written data. This assessment includes questions relating to grammar, structure and logic which are presented using a series of written paragraphs.

Norm group – UK Working Population

Candidate's Score
- T Score 43
- 25th Percentile
- Raw score 40
- Grade band D

Implication of results – The candidate may need to develop their Verbal Reasoning skills as they have just reached the benchmark. However, the candidate can be put forward to the next stage of the selection process which includes a face to face interview.