HUCAMA
HUMAN CAPITAL MANAGEMENT

Personal Report
Ability Factors (AF-DNS-PM)

Tom Dale

Ability Factors Feedback

This report is based on the completion of a psychometric assessment of your non-verbal reasoning ability (ability to infer relationships quickly and accurately).

Your Overall Performance

You have a non-verbal reasoning Percentile score of 76. This means that your score is 'Above Average' and that 23% of the comparison group have a higher score than you do.

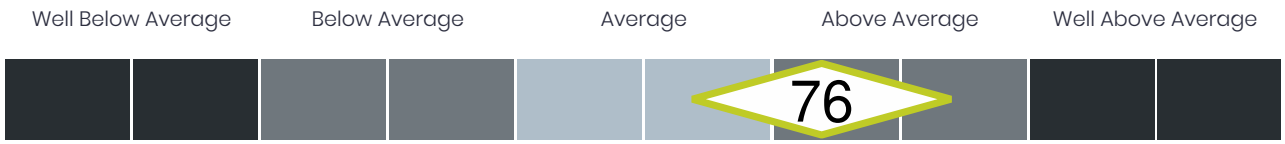
Comparison Norm Group

Your result is compared to the scores of others: the norm group. After "STANDARD SCORE" you will see which group your score has been compared with. The norm group is chosen with consideration for the function or question for which you have completed the ability assessment. Your Percentile score is shown below against the backdrop of a Sten scale which ranges from 1 to 10 where about 40% of the comparison group obtained an average score (Sten 5 or 6).

Your score can vary from left ('Well Below Average') to right ('Well Above Average'). Your score is expressed as a Percentile score, where 50 reflects the average of the norm group. A score that strongly deviates from the average is less common. In the graph the Diamond shape represents your Percentile score. Below you can see the number of questions you answered correctly and how many you answered. Their proportion underpins the Precision Sten compared to the norm. Your Precision Sten was marginally lower than your Correct Sten. You put slightly more emphasis on answering quickly than precisely. For more information on the contents of this report and the next steps, consult the contact person who requested your completion of the ability assessment.

STANDARD SCORE | COMPARISON GROUP: Professionals & Managers 

Non-Verbal Reasoning Ability (Sten 7) - Above Average (better than 76% of the comparison group).

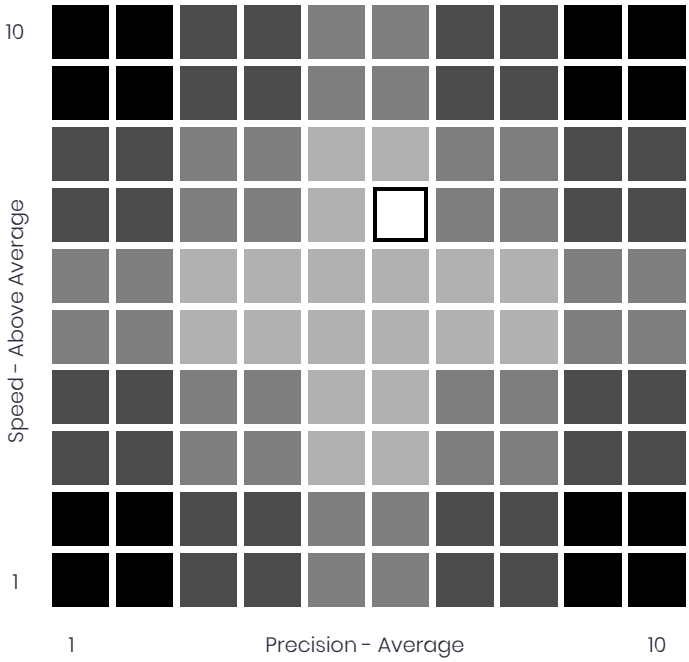


Correct	Answered Questions/Test Questions	Precision
37	**51/60**	**6**

Processing Style

The processing style is defined by the two dimensions Speed (Slow vs. Quick) and Precision (Careless vs. Precise). The raw score of the dimension Speed results from the number of items attempted. The raw score of Precision results from the number of items completed correctly compared to the number of items attempted. Speed and Precision are indicated as a Sten scores ranging from 1 to 10. Speed and Precision indicate performance on a reasoning ability assessment that is tightly time limited. The higher the scores are on these two dimensions, the faster and more precise will the processing style emerge when related to the comparison group. The chart shows the scores. The Precision scale is the horizontal orientation in the chart and the Speed scale is the vertical orientation in the chart. The score on the two dimensions is indicated by a white box.

Processing Style



Speed

7

Scale: 1-10
Slow - Quick

Precision

6

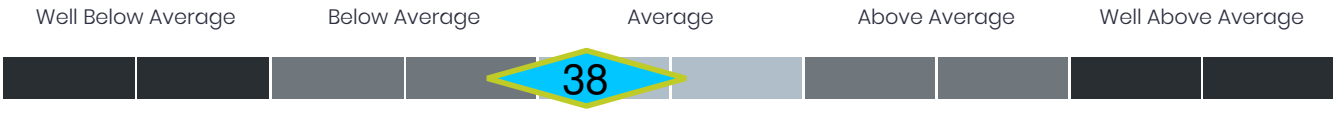
Scale: 1-10
Careless - Precise

Ability Factors - Components

The graphs below reflect the various test components. Together, the scores on these components determine the overall Ability Factor score.

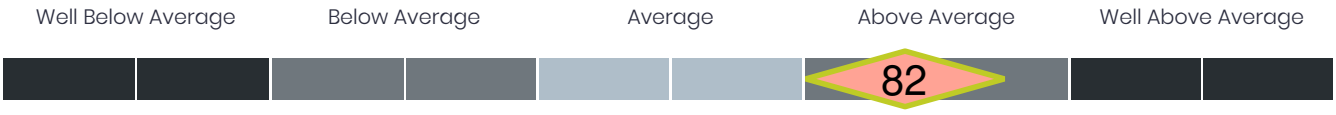
- Diagrammatic Reasoning: Ability to infer relationships between objects.
- Numerical Reasoning: Ability to infer relationships between numbers.
- Spatial Reasoning: Ability to mentally rotate 3-dimensional shapes.

Diagrammatic Reasoning (Sten 5) - Average (better than 38% of the comparison group).



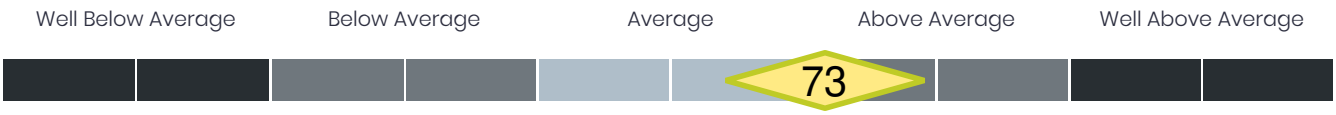
Correct	Answered Questions/Test Questions	Precision
9	14/20	5

Numerical Reasoning (Sten 7) - Above Average (better than 82% of the comparison group).



Correct	Answered Questions/Test Questions	Precision
15	17/20	7

Spatial Reasoning (Sten 7) - Above Average (better than 73% of the comparison group).



Correct	Answered Questions/Test Questions	Precision
13	20/20	5

Ability Factors - Development Tips

Reasoning abilities are fairly stable, but lack of practice and situational aspects can influence scores. Here are some tips to develop the following reasoning ability components:

Here are some suggestion for enhancing Diagrammatic Reasoning Ability:

- Work with abstract materials.
- Examine information presented in abstract forms in books and newspapers.
- Complete logic puzzles and games.
- Look for patterns and relationships in information.
- Practise creating diagrams which represent relationships, connections and sequences.

Here are some suggestion for enhancing Numerical Reasoning Ability:

- When you read newspapers and reports, pay attention to numerical information.
- Complete calculation both with and without a calculator.
- Look for differences such as percentage changes in numerical trends.
- Check calculations done by others.
- Take on responsibilities which involve working with numbers.

Here are some suggestion for enhancing Spatial Reasoning Ability:

- Work with plans, sketches and designs.
- Read and draw maps.
- Complete visual puzzles.
- Draw three-dimensional objects.
- Try to draw objects from different angle.

Assessment Details

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