talentQ

Elements Report

10/08/2016

Elements

talent Q

Assessment

Assessment	Completed date	Language
Elements Verbal	10/11/2014	English (UK)
Elements Numerical	10/11/2014	English (UK)
Elements Logical	10/11/2014	English (UK)

Contents

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Elements Report

The tests taken were Verbal, Numerical and Logical Elements. All of these tests are "dynamic" (or "adaptive").

Dynamic (or Adaptive) tests adapt themselves to the answers that are given. Basically, if someone gives a correct answer, they are moved on to a more difficult question, and each time they give an incorrect answer (or fail to answer within the time limit) they are moved to a slightly easier question. In this way the test is able to "home in" on the person's ability level and focus itself appropriately. This also means that people do not have to waste time answering questions which would be too easy for them, nor on questions that would be too difficult for them. Dynamic testing enables us to pinpoint a person's probable level more quickly than is the case with conventional tests, where all those who take the test get the same questions.
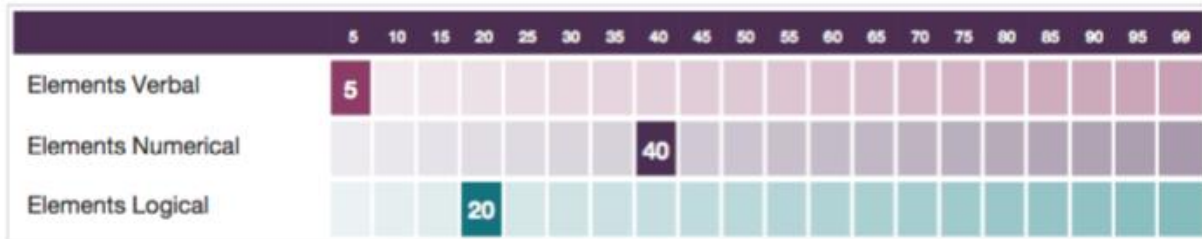
Our tests also have an element of "randomisation" built into them, so that it would be extremely unlikely that any two people, even if of the same ability level, would be faced with exactly the same questions. This helps us to protect the security of the test, when people may be taking it at home or without direct supervision. Although each person is thus given a tailored and different set of questions to answer, every person taking the test or tests is given the same number of questions: 15 questions in the Verbal test, and 12 questions in the Numerical test; that is 3 questions for each of 5 passages of text in the Verbal test, and 3 questions for each of 4 tables (or sets of tables) in the Numerical test. Logical Elements also has 12 questions, with a considerable amount of randomisation inbuilt.

Comparison group

The score obtained was compared with a database of people who have taken the test (or tests) before. The comparison group used was that of all people who have previously completed the tests, across all industry sectors, functions and organisational levels. About 50% of this group were graduates.

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	5	10	15	20	25	30	35	40	45	50	55	60	65	70	75	80	85	90	95	99
Elements Verbal	5																			
Elements Numerical								40												
Elements Logical				20																

Comparison group : Composite Group

Elements Verbal — Maximum time allowed: 16 mins

Taking into consideration the number of questions answered correctly within the time limit, and the level of these questions following the adaptive method of directing people to them, when compared with the appropriate norm group as indicated above, the score suggests a verbal reasoning ability in the bottom 10% of that comparison group.

Time taken

10 minutes and 8 seconds

much shorter than that taken by most other people

Elements Numerical — Maximum time allowed: 16 mins

Taking into consideration the number of questions answered correctly within the time limit, and the level of these questions following the adaptive method of directing people to them, when compared with the appropriate norm group as indicated above, the score suggests a numerical reasoning ability which is better than 40% of that comparison group.

Time taken

10 minutes and 41 seconds

a little shorter than that taken by most other people

Elements Logical — Maximum time allowed: 15 mins

Taking into consideration the number of questions answered correctly within the time limit, and the level of these questions following the adaptive method of directing people to them, when compared with the appropriate norm group as indicated above, the score suggests a logical reasoning ability which is better than 20% of that comparison group.

Time taken

6 minutes and 20 seconds

much shorter than that taken by most other people

Verification

Shorter versions of the tests taken are available for verification purposes. Each of these tests consists of 6 questions. The maximum times are 6 minutes for the Verbal and Logical Verification tests, and 8 minutes for the Numerical Verification test. The verification tests should be given under supervision, so that you can be certain that the test-taker is the person you intend. The verification modules are themselves adaptive, so that they start at an appropriate difficulty level, given performance on the unsupervised test reported above. If the levels achieved in the verification tests are significantly less good than in the unsupervised tests, appropriate warnings will be reported to you. The purpose of this is to guard against the possibility that test-takers ask someone else to take any of the (unsupervised) tests for them, or avail themselves of inappropriate help during the unsupervised test sessions.