



# On-line Ability Testing

# > What is Verify used to measure?

## Mechanical reasoning

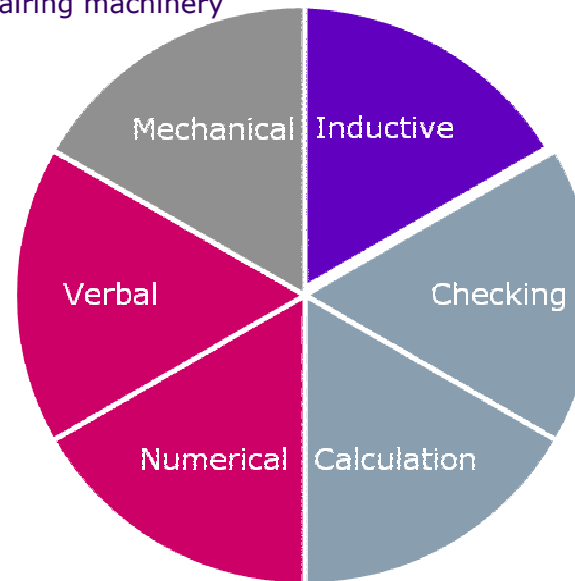
- Operating mechanical devices and/or machinery
- Understanding and/or designing the operation of various machine components
- Maintaining and repairing machinery

## Inductive reasoning

- New concepts
- New approaches
- Answering the questions why and how
- Messy, fuzzy and new problems

## Verbal reasoning

- Analysis and interpretation of written and oral information
- Preparation of written documents
- Preparing and delivering presentations



## Checking

- Monitoring of visual displays
- Verifying the accuracy of data
- Locate and data entry errors
- Review files, records, and other documents to obtain information to respond to requests

## Numerical reasoning

- Analysis and interpretation of numerical data
  - Budgets
  - Costs
  - Margins
  - Trends
- Statistical analyses

## Calculation

- Calculate and check figures for correct entry, mathematical accuracy
- Issue receipts, refunds, credits, or change due to customers
- Quote prices, credit terms and other bid specifications

## > Which job sectors is it used for?

### Mechanical reasoning

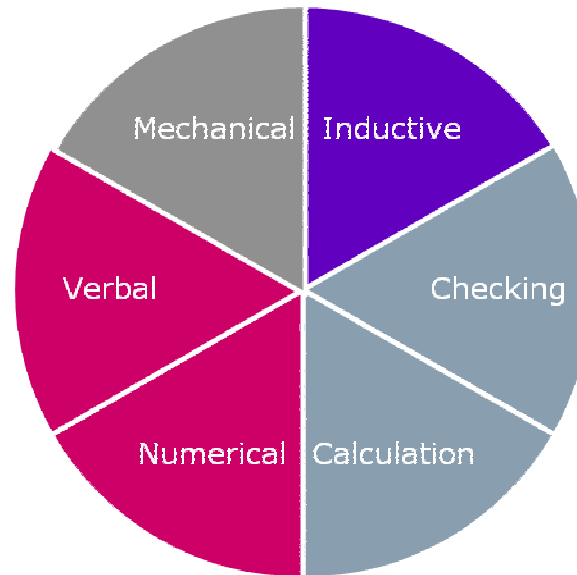
- Engineering
- Maintenance
- Manufacturing
- Construction
- Processing
- Transportation
- Mining

### Verbal reasoning

- Administration
- Distribution
  - HR
  - Legal
- Marketing
- Professional Services
- Transportation

### Numerical reasoning

- Finance
  - IT
- Production
- Professional Services
  - Sales



### Inductive reasoning

- Corporate Strategy
  - Creative roles
- New Product and Service Development
- R&D and Science

### Checking

- Administrative support staff
- Data entry staff
- Clerical staff
- Sales admin roles
- Technical monitoring

### Calculation

- Clerical staff,
- Payroll and timekeeping staff
- Cashiers financial controllers
- Sales roles

## > Why use online ability?

### **Better decisions**

- By removing the opportunity for cheating and the risks of identity and security breaches, decisions are based on better data
- By using a rigorous test with superior psychometric properties, performance potential is predicted more accurately

### **Time savings**

- By using the SHL Verify ability test early in the hiring process, poor performers can be screened out early and time and resources can be focused on the best candidates
- By identifying the best talent earlier and progressing them faster, the length of the hiring process is reduced
- SHL Verify ability tests are faster than traditional tests, with less administrative hassle

## > Results



### **Cost benefits**

- In the short term, reduce the cost of hire by screening out unsuitable candidates early and decrease the number of candidates for interview
- In the long term, costs are saved through better hiring decisions which reduce turnover and improve performance

### **Practical ease**

- Can plug in to third-party Application Service Providers for high-volume recruitment scenarios
- Requires little administrative effort, results can be accessed faster and there is no need for question booklets or materials

### **Candidate care**

- Allow applicants to complete their testing when it is convenient for them – accessible 24 hours, every day
- Highly convenient, speedy and modern process that provides a positive applicant experience and reinforces a positive employer brand