



# Ara Mertz

CANDIDATE REPORT • APRIL 6TH, 2023

# Contents

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1. Our Assessments

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2. Results

---

3. Interpreting the Results

---

4. Reliability & Validity

# Our Assessments

## Assessment

Our selection of tests is based on a wide range of intelligence factors, personality traits and behaviors. They are intended for users over 16 years of age with secondary vocational, higher vocational or university background. This range allows us to test people across a full spectrum of roles.

Our assessments are modular, meaning that we have multiple test types and levels which can be implemented in any combination on our platform. The order of the tests distributed will have no effect on bias.

Our aptitude, behavioural and personality tests have been evaluated and approved on validity and reliability by accredited psychologists including TUOA/P, Wave, OPQ, MBTI, Dimensions, EQi and others.

## Measurement

The results of our assessments give insight into the intellectual skill, abilities, drives, values and core personality traits. These insights can be used to successfully predict future work performance and the suitability of the candidate to the role.

## Bias

All our tests were developed and tested with the aim to minimize cultural bias. Items with differential predictive validity for different groups were adjusted or removed and items were kept when they were still predictive but had low adverse impact. As such, our assessments are suitable for all cultures and genders. Differences still exist as cultural aspects continue to play a role, but less than in traditional intelligence measures. Our tests reduce these factors as they cannot be ruled out completely.

## APTITUDE

# Drives

Our drives test reveals what's important to your candidates and what motivates them at this point in their careers. It will help determine whether they're aligned with your organisation and how to get the best out of them once they've joined.

SCORE	GLOBAL AVERAGE	ACCURACY	SPEED
	<b>N/A</b>	<b>0</b> /0	<b>4</b> mins

TRAIT	SCORE
<b>Learning</b> Expanding knowledge and growing professionally.	<b>2</b> /5
<b>Team</b> Building relationships and collaborating with others.	<b>5</b> /5
<b>Money</b> Obtaining financial compensation.	<b>0</b> /5
<b>Innovation</b> Creating and inventing new ideas or products.	<b>4</b> /5
<b>Rewards</b> Earning perks for exceptional performance.	<b>0</b> /5
<b>Purpose</b> Contributing in a meaningful way.	<b>5</b> /5
<b>Recognition</b> Receiving credit and feeling valued.	<b>0</b> /5
<b>Responsibility</b> Having ownership over work activities.	<b>4</b> /5
<b>Security</b> Maintaining consistent and stable employment.	<b>0</b> /5

## Summary

This questionnaire identifies which traits your candidates naturally have a preference for. Each of the drives are assigned a score out of 5 with 5/5 being the highest. They are then ranked in order of preference.

- They answered all 0 questions.
- They completed the test in 4 minutes which is within the time limit.

APTITUDE

# Logical Reasoning

Our logical reasoning test has been designed to assess how well a candidate is able to analyse a variety of logical information and use this information to establish missing concepts within a pattern or sequence.

Conceptual problem solving and the ability to rapidly identify patterns and trends are valuable workplace skills.

SCORE	GLOBAL AVERAGE	ACCURACY	SPEED
<b>74%</b>	<b>60%</b>	<b>7 /10</b>	<b>8mins</b>

- They scored 74% which is above the global average.
- They answered all 10 questions.
- They completed the test in 7 minutes which is within the time limit.

## APTITUDE

# Numerical Reasoning

Numerical information is presented in graphs or tables and candidates are required to use this information to answer short multiple choice questions.

Candidates are given 10 minutes to answer 9 questions meaning they must work quickly but carefully under considerable time pressure. Candidates are allowed and are encouraged to use a calculator as well as rough paper for workings.

SCORE	GLOBAL AVERAGE	ACCURACY	SPEED
<b>90%</b>	<b>55%</b>	<b>8 /9</b>	<b>9mins</b>

- They scored 90% which is well above the global average
- They answered all 9 questions.
- They completed the test in 8 minutes which is within the time limit.

## APTITUDE

# Problem Solving

The problem solving test is a situational judgement test that assesses how a candidate approaches various scenarios in the workplace that challenge their ability to think critically and generate solutions.

Candidates are presented with a written description of a scenario and asked to select the most effective and least effective responses from a multiple choice list. They reveal a candidate's potential to understand the problem, generate ideas, evaluate alternatives, and identify the best solution.

SCORE	GLOBAL AVERAGE	ACCURACY	SPEED
<b>62%</b>	<b>52%</b>	<b>5 /8</b>	<b>8mins</b>

- They scored 62% which is similar to the global average.
- They answered all 8 questions.
- They completed the test in 7 minutes which is within the time limit.



## APTITUDE

# Personality

Our state-of-the-art HEXACO personality test breaks down a candidate's personality and scores them across 24 work-related traits critical to the workplace.

TRAIT	SCORE
<p><b>Independence</b></p> <p>They are more independent than most, and do not seek, or may even refuse, support from others at work.</p>	<p><b>83rd percentile</b> (HIGH)</p> <p>QUESTION: Tell me about a time you needed support from others in order to succeed.</p>
<p><b>Creativity</b></p> <p>They are likely to strike a balance between brainstorming new and novel ideas and relying on what is tried and tested.</p>	<p><b>78th percentile</b> (MEDIUM)</p> <p>QUESTION: Tell me about the last big problem you had to solve. How did you approach coming up with a solution?</p>
<p><b>Curiosity</b></p> <p>This individual is likely to wish to learn new things in some circumstances, but in others would prefer to stick to what they already know.</p>	<p><b>78th percentile</b> (MEDIUM)</p> <p>QUESTION: Tell me about when you last learned something new. What was your approach?</p>
<p><b>Resilience</b></p> <p>This individual is as resilient as most people. They are likely to learn from their mistakes at work and carry on in some circumstances, and struggle to continue in others.</p>	<p><b>78th percentile</b> (MEDIUM)</p> <p>QUESTION: Tell me about a time when you failed at something. What did you learn?</p>
<p><b>Empathy</b></p> <p>They are as empathetic as most, only sometimes understanding others' emotions when interacting at work.</p>	<p><b>74th percentile</b> (MEDIUM)</p> <p>QUESTION: In what circumstances are you more sensitive to what others are feeling?</p>
<p><b>Wonder</b></p> <p>This individual is as likely to appreciate or be inspired by various art forms as most people.</p>	<p><b>69th percentile</b> (MEDIUM)</p> <p>QUESTION: In what circumstances are aesthetics and artistic expression important to you?</p>

<p><b>Consideration</b></p> <p>They are as judgemental as most, seeing both the positives and negatives in people they work with.</p>	<p><b>69th percentile</b> (MEDIUM)</p> <p>QUESTION: In what circumstances might you be more or less judgemental of others?</p>
<p><b>Authenticity</b></p> <p>This individual is likely to be as genuine as most people in their encounters with others at work. They may share their true thoughts and feelings in some circumstances but not in others.</p>	<p><b>62nd percentile</b> (MEDIUM)</p> <p>QUESTION: When do you feel you can be your authentic and genuine self at work?</p>
<p><b>Enthusiasm</b></p> <p>They are as enthusiastic as most people, finding that their optimistic outlook and cheerfulness come and go while at work.</p>	<p><b>61st percentile</b> (MEDIUM)</p> <p>QUESTION: In what situations do you feel enthusiastic and vibrant?</p>
<p><b>Compassion</b></p> <p>They are as likely as most to forgive others when they feel wronged in a professional setting, and this will likely be dependent on the individual situation.</p>	<p><b>60th percentile</b> (MEDIUM)</p> <p>QUESTION: When are you more or less likely to trust others in a work setting?</p>
<p><b>Cooperation</b></p> <p>This individual is as cooperative as most and may be more accommodating in some work circumstances and more stubborn in others.</p>	<p><b>60th percentile</b> (MEDIUM)</p> <p>QUESTION: Tell me about a time when you had a disagreement. When are you more likely to argue your point of view versus accommodate someone else's?</p>
<p><b>Outgoingness</b></p> <p>They are as talkative as most and are likely to strike a balance between communicating openly and spending time reflecting when at work.</p>	<p><b>56th percentile</b> (MEDIUM)</p> <p>QUESTION: In what situations are you forthcoming about your thoughts and feelings? When might you be more reserved?</p>
<p><b>Sociability</b></p> <p>They are as sociable as most and are likely to strike a balance between time spent with others and time spent alone.</p>	<p><b>53rd percentile</b> (MEDIUM)</p> <p>QUESTION: In what circumstances do you enjoy being in the company of others?</p>
<p><b>Integrity</b></p> <p>This individual has as much integrity as most people and may stretch the truth in rare or specific work situations.</p>	<p><b>38th percentile</b> (MEDIUM)</p> <p>QUESTION: In what situations do you think it might be okay to stretch the truth or take a shortcut to accomplish a goal?</p>

<p><b>Humility</b></p> <p>They are as humble as most, and may view themselves as superior in some professional areas, and as average or inferior in others.</p>	<p><b>34th percentile</b> (MEDIUM)</p> <p>QUESTION: In what circumstances might you view yourself as more capable than others?</p>
<p><b>Stress Tolerance</b></p> <p>They are as capable as most at tolerating stress. They may experience an impact on their composure and performance depending on the level of stress they are experiencing.</p>	<p><b>32nd percentile</b> (MEDIUM)</p> <p>QUESTION: Tell me about a time when you experienced stress. What was the impact on your performance?</p>
<p><b>Self Discipline</b></p> <p>They are as tenacious as most in pursuit of their goals, and are likely to pursue some in the face of obstacles and give up on others.</p>	<p><b>21st percentile</b> (MEDIUM)</p> <p>QUESTION: Tell me about a time when you faced obstacles when working towards an important goal. How did you overcome them?</p>
<p><b>Patience</b></p> <p>They are less patient than most and may lose their temper or get frequently frustrated with coworkers.</p>	<p><b>18th percentile</b> (LOW)</p> <p>QUESTION: In what circumstances might you find yourself frustrated with others?</p>
<p><b>Conformity</b></p> <p>This individual is more likely than most to strive to be eccentric or enigmatic. They are likely to dislike the idea of being typical or normal.</p>	<p><b>8th percentile</b> (LOW)</p> <p>QUESTION: In what circumstances might you adhere to the status quo and when might you challenge it?</p>
<p><b>Power</b></p> <p>They are less status oriented than most, and less likely to be motivated by power or higher status roles in their career.</p>	<p><b>5th percentile</b> (LOW)</p> <p>QUESTION: What aspects about a job motivate you to perform your best?</p>
<p><b>Detail Orientation</b></p> <p>This individual is less detail oriented than most, likely favouring speed and expedience over perfection in their work.</p>	<p><b>3rd percentile</b> (LOW)</p> <p>QUESTION: Which do you prioritise: perfection and attention to detail or convenience and speed? Why is that?</p>
<p><b>Organisation</b></p> <p>They are less organised than most and are likely to value convenience over keeping their work neat and orderly.</p>	<p><b>3rd percentile</b> (LOW)</p> <p>QUESTION: In what situations do you prefer to approach your work in an organised manner?</p>

<p><b>Team Orientation</b></p> <p>They are less oriented toward teamwork than most, preferring to work independently. They may feel hindered by working with others.</p>	<p><b>2nd percentile</b> (LOW)</p> <p>QUESTION: Tell me about a time when working as a team led you to success.</p>
<p><b>Planning</b></p> <p>This individual is less planned than most and may value spur of the moment action over a more structured and measured approach to work.</p>	<p><b>1st percentile</b> (LOW)</p> <p>QUESTION: Tell me about a time when forward planning enabled you to succeed on a project or task. Tell me about a time when spontaneity enabled you to succeed on a project or task.</p>

- They answered all 0 questions.

# Interpreting Results

## Cognitive Assessments

We've developed several aptitude tests which each focus on a unique aspect of cognitive ability. Selecting the one most relevant for a particular role allows for a more accurate prediction of job performance. Results give insight into the intellectual skills and abilities of candidates. This data can be used to better understand each candidate's potential for success.

## Personality Assessments

Our personality test measures over 20 work-related traits that fall within the six factors of the HEXACO model. The results paint a picture of who that candidate is and how they approach their work. Results are displayed as percentiles. For each of the scales, we automatically compare an individual's raw score (the sum of all items answered for that trait) to our norm tables to see how their responses compare to all the other individuals who've taken the test.

## Behavioural Assessments

We've developed a range of situational judgement tests to reveal how effectively candidates interact with others in the workplace. These tests focus on measuring soft skills, such as accountability, teamwork and time management. They provide candidates with a range of different scenarios and assess the effectiveness of their chosen responses. The answers are then automatically aggregated and the resulting raw scores are turned into percentages.

## Skills Assessments

In addition to soft skills, we also provide tests that focus on more technical abilities, such as language fluency, programming skills and software proficiency. These tests are diligently designed with the help of multiple subject matter experts for accurate measurement. Results are percentages that can be compared across candidates.

# Our Science

## Reliability

Our assessments are analysed using Cronbach's Alpha, which is an internal consistency coefficient for each of the tests. This evaluates how well the items correlate with one another – if someone answers highly on one then they will answer highly on another. According to the British Psychological Society, above 0.7 is excellent, and 0.6 is good. As our scales have a reduced number of items for brevity, we aim to maintain at least 0.6 for each test.

## Validity

Each of our tests is developed following industry standards, which means ensuring they measure what we intend for them to measure. We focus heavily on content and construct validity during test development and continuously analyse test results in relation to other available data, such as job performance, for criterion-related validity evidence.

## Fairness

To provide an equal opportunity for each candidate to demonstrate their true level of ability, we are careful to design our tests following strict guidelines that reduce the chance of any form of bias creeping in. We conduct multiple sensitivity reviews, pilot each item with diverse samples and continuously monitor data to immediately address any potential subgroup differences.

## Norm Groups

Where relevant, we also provide benchmarks to compare each individual's raw score to a broader population of job applicants to see how their responses line up. This provides a useful standard for understanding the expected level of that construct and interpreting scores within that context.



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