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
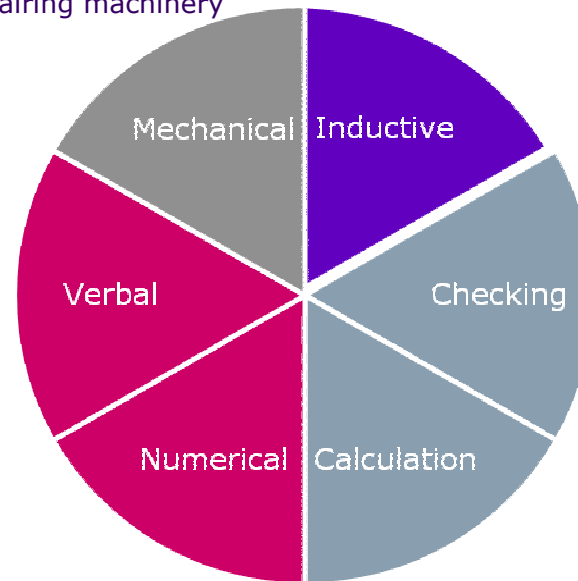
Checking

- 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?
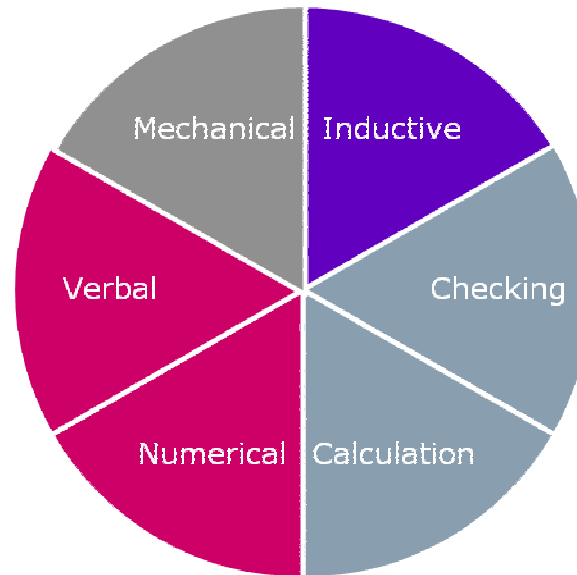

Mechanical reasoning
- Engineering
- Maintenance
- Manufacturing
- Construction
- Processing
- Transportation
- Mining

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