

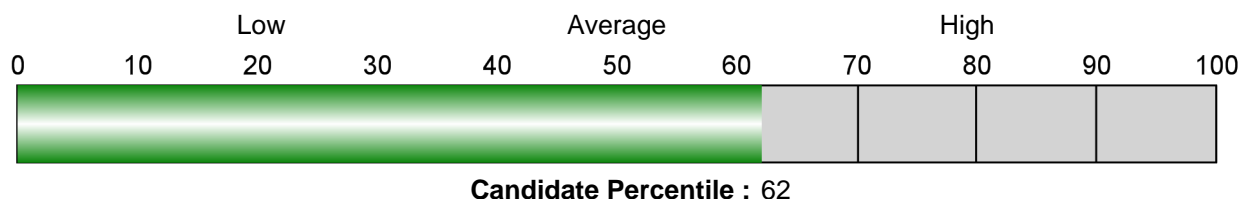
Core Abilities Assessment

Name: John Sample

Date of Testing: 10/04/2012

Organization: Pearson Sample Corporation

Norm Group Maintenance Employees



Score Interpretation

John Sample obtained a total raw score of 11 out of 20 possible points on the Core Abilities Assessment. John Sample's score was higher than or equal to 62% of a sample of Maintenance Employees. This individual is likely to demonstrate an above-average level of learning, understanding, and problem solving in work-related situations. Specifically, compared to other individuals from the norm group, this candidate is likely to:

- Learn new concepts quickly
- Understand obvious and subtle root causes of problems or issues
- Apply sound reasoning when analyzing information
- Draw accurate conclusions from verbal and quantitative information

Skills and Abilities Assessed with the Core Abilities Assessment:

The Core Abilities Assessment is a measure of general mental ability that indicates a candidate's ability to learn, understand, and solve problems. General mental ability has been demonstrated to predict performance in most occupations. The Core Abilities Assessment evaluates the following aspects of general mental ability:

- Verbal Reasoning: The ability to understand concepts framed in words
- Numerical Ability: The ability to understand numerical relationships and facility in handling numerical concepts. The items are framed as "arithmetic computation" rather than "arithmetic reasoning"
- Abstract Reasoning: Nonverbal reasoning ability that involves the ability to perceive relationships in abstract figure patterns

For optimal hiring results: The Core Abilities Assessment should be used in conjunction with other screening products and processes. The Core Abilities Assessment is an ideal complement to a personality assessment and a behavior-based interview. For more information on best practices for using assessment scores in selection decisions, please consult the *Core Abilities Assessment—How to Use Results in Employment Selection, the Uniform Guidelines for Employee Selection Procedures* or the *Principles for the Validation and Use of Personnel Selection Procedures*.