

PfS Reasoning Tests

Shorter and sharper - PfS Reasoning Tests take less time and yet achieve higher reliability than other market leaders

Ability tests are the single best predictor of job performance and success on job-related training courses, according to both UK and international studies. Are you making the best use of this information? With the PfS Reasoning Tests, it is easy.

The PfS Reasoning Tests are an innovative range of ability tests offering:

- online or on paper tests;
- short test times without compromising reliability;
- attractive and engaging design to enhance candidate motivation;
- a range of tailoring options to suit your needs;
- up-to-date norms;
- focussed range of report options e-mailed to you immediately.

Key abilities

The PfS Reasoning Tests assess the key abilities of Verbal, Numerical and Abstract Reasoning:

- Verbal – the ability to comprehend written information and determine what logically follows from the information;
- Numerical – the ability to use numerical information to solve problems;
- Abstract – the ability to identify the rules governing the relationships between abstract shapes, a core aspect of problem-solving and creative thinking.

Together, these tests provide a comprehensive assessment of a person's analytical abilities.

PfS Reasoning Tests at a glance

Use to:
understand Verbal, Numerical and Abstract reasoning ability

Use for:
recruitment, development and guidance

Use with:
Whole ability range, from school-leavers to senior managers

Administration:
Online and on paper

Timing:
15 to 30 minutes

Number of items:
Verbal 32 – 60
Numerical 28 – 48
Abstract 50 – 75

Reports:
Full and summary reports for administrators and test-takers

Norm groups:
Wide range of educational and occupational norm groups

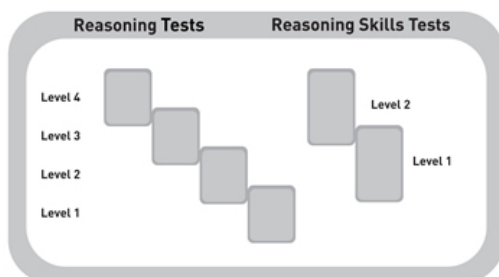
Reliability:
Verbal 0.86 – 0.90
Numerical 0.84 – 0.93
Abstract 0.87 – 0.93

Training required:
BPS Test User Ability or use through Team Focus's Bureau Service

One format, many levels

No longer do you need to become familiar with different test formats for different levels. Ranging across the spectrum of work, from GCSE through to postgraduate levels of education, each test type has a common item format and instructions – when you are familiar with one test level, you are familiar with them all.

In addition to the secure Reasoning Tests, 'open access' versions of the online tests – the 'Reasoning Skills Tests' – have been developed specifically for less secure test environments and to allow test-takers to become familiar with the test formats. This makes sure you assess true ability, not test-



taking experience.

Advanced analysis and reporting

Innovative reports give rich profiles of your candidates, including an analysis of speed and accuracy, and qualitative description of test performance.

A range of focussed reports are available for administrators and test-takers, including options of interview prompts and development suggestions.

The online advantage

Our online system works the way you want to, giving you the option of using the PfS Reasoning Tests at any stage in your selection or development process.

Screening can take place early in a recruitment process, giving you additional information for that first-sift, or under further down the recruitment pipeline – the choice is yours.

Designed for you

The PfS assessment system can be readily tailored to your needs. Company sponsored entry pages can be designed to reflect your branding and company logos included on reports.

As the PfS tests are based on item-banking technology, we can develop bespoke tests for large recruitment campaigns or specialist applications.

Training required – Test User Ability

Test User Ability trained? – Then you can have instant access to the PfS Reasoning Tests. If not, then join us on one of our Test User Ability training courses, which combine academic rigour with practical experience to build your skills as a confident user of ability tests.