ACUMEN

DEVELOP

Sam Sample

podium

Introduction

The Assessment

Acumen is a critical reasoning test designed to measure a person's ability to conceptualise, analyse, question and evaluate ideas. Critical Reasoning is an important component of decision making as in influences how well somebody can understand and make use of complex information. The Critical Reasoning Test assesses aptitude in the following areas:

- Recognising assumptions
- Evaluating arguments
- Drawing conclusions
- Identifying trends
- Making effective decisions

The Report

The purpose of this report is to give information about Sam's performance on the test. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which can be explored with them.

Private and Confidential

This is a confidential assessment report. This report was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional, and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

Waiver

When reading this report, please remember that it is based exclusively on the information gathered from the test session only and describes performance exclusively on the Critical Reasoning test. The publishers, therefore, accept no responsibility for decisions made using this assessment and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare participant results. As a guide, scores of 1 to 3 are considered well below average, while scores of 5 to 6 are average, and scores of 8 to 10 are considered well above average.

Below Average   Somewhat Below Average   Average   Somewhat Above Average   Above Average

1 2 3 4 5 6 7 8 9 10

Comparison Group (Norm)

The following norm group was used to compare results against.

Assessment	Name	Size
Numerical Acumen	International Participants	802
Verbal Acumen	International Participants	800

podium

Profile Summary

The following elements are used to describe the results.

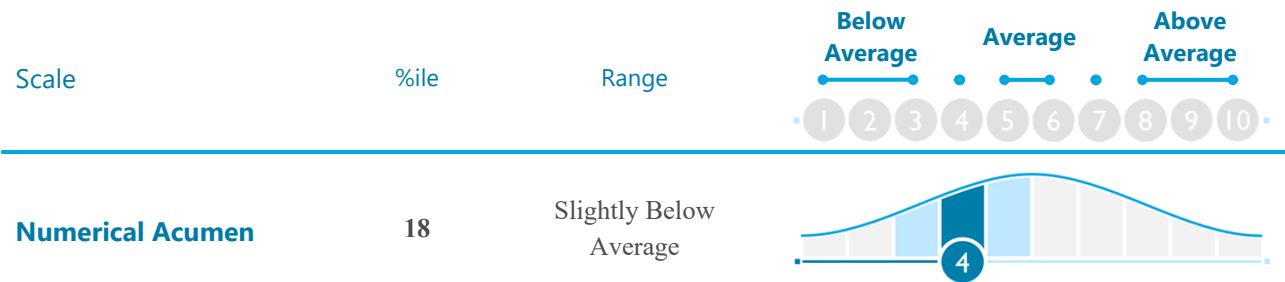|	
Percentile Score (%ile)	Is a value on a scale of 100 that reflects the percentage of people in a sample who score below the participant's score.
Range	This is a qualitative indicator that is based on the Sten score and indicates how well a participant has performed using a 5-point score band.
Sten Score (1-10)	A Sten score is a standardised measure used to compare participant results. Presented on a 10-point scale, a score of 1 indicates low performance and a score of 10 indicates high performance.

Profile Charts

Scale	%ile	Range	Below Average / Average / Above Average
Numerical Acumen	18	Slightly Below Average	4
Verbal Acumen	11	Below Average	3
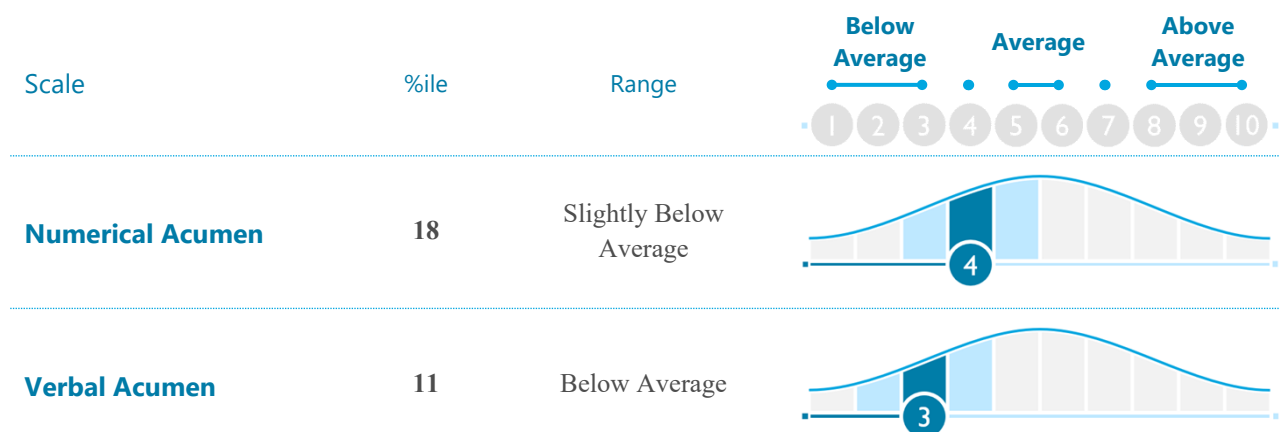
Results in Detail

Numerical Acumen

Numerical Critical Reasoning assesses a person's ability to identify trends in complex data and use numbers in a rational and logical way.

Scale	%ile	Range	Below Average	Average	Above Average
			1 2 3	4 5 6 7	8 9 10
Numerical Acumen	**18**	Slightly Below Average		4	

Profile Description

- Compared to the reference group, Sam's score on the numerical acumen test places them in the slightly below average range.
- Scoring in this range suggests that their numerical critical reasoning ability may be slightly weaker than that of other employees.
- While they should have little difficulty evaluating everyday numerical and statistical information, it may take them some time to fully comprehend more complex sets of data and draw correct conclusions from them.
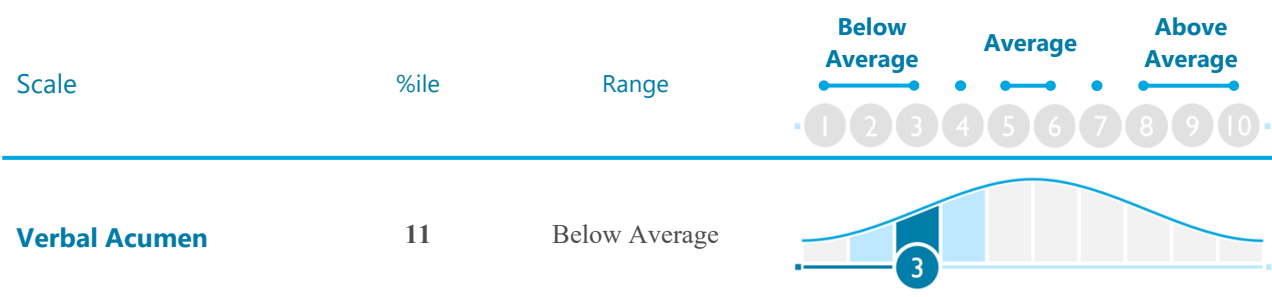
Development Recommendations

- Encourage Sam to practice numerical skills at work.
- If they prefer a structured approach to learning then have them consider signing up for courses in business statistics and numerical skills.
- Provide Sam with assignments that are technical in nature and require the use of numerical and problem-solving skills.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

podium

Verbal Acumen

Verbal Critical Reasoning assesses a person's ability to recognise assumptions, evaluate arguments and draw conclusions.

Scale	%ile	Range	Below Average	Average	Above Average
			1 2 3	4 5 6 7	8 9 10
Verbal Acumen	**11**	Below Average	3		

Profile Description

- Compared to the reference group, Sam's score on the verbal acumen test places them in the below-average range.
- Scoring in this range suggests that they may have difficulty evaluating written arguments and drawing correct conclusions.
- While they should comprehend everyday written arguments, it may take them some time to fully appreciate the nuances of more complicated arguments.

Development Recommendations

- Invite Sam to use a self-questioning strategy when reading complex material which involves asking questions about the subject they are reading.
- Encourage them to practice writing for different audiences.
- Recommend that they subscribe to journals on topics of interest.
- Encourage them to verbalise what they want to write, and then work with them to structure arguments in a logical way.
- Encourage Sam to build their social connections, so as to be exposed to different conversations.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*

podium

Development Plan

Use this section to summarise and document Sam's development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Share the feedback report with Sam and read the report prior to conducting a coaching session.
2. Corroborate the results with Sam and explore other sources along with any implications before considering any development interventions.
3. Adopt a supportive and balanced approach to ensure observations are supported and accepted.
4. Take notes and agree on action plans with them.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					