

**Sam Sample**  
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**RESPONDENT**

# FEEDBACK REPORT

**ABILITY**





## REPORT STRUCTURE

The Adaptive General Reasoning (Adapt-g) assessment focuses on a person's general mental ability. It assesses this by testing a person's ability to reason using words, numbers, and abstract concepts. The Adapt-g is a suitable assessment for a broad range of roles and training. Tests such as the Adapt-g have consistently been found to be the best single predictors of both performance and trainability in a wide range of roles.

The Adapt-g assesses the participant's capacity (a composite of speed and accuracy) to perceive logical patterns and relationships in new material they have not previously encountered, and deduce their logical consequences (i.e., logical deductive reasoning). This includes the ability to learn and understand complex new material; use logic to develop arguments that are rational and well-reasoned; and deduce the logical consequences of a given set of rules, assumptions, or relationships.

The Adapt-g assesses general mental ability using questions that assess serial deductive reasoning, rather than holistic deductive reasoning. Serial deductive reasoning is the ability to understand the logical relationships governing patterns that change along one dimension, rather than the ability to understand logical patterns that develop simultaneously over a number of independent dimensions.

## THE FEEDBACK REPORT

The Feedback Report provides a detailed breakdown of your performance across the sub-scales in the following sections:

### 1. Verbal Reasoning

### 2. Numerical Reasoning

### 3. Abstract Reasoning

### 4. General Mental Ability

### PLEASE NOTE

The following report provides a summary of your performance on the tests which you have recently completed. The tests were used to help in the assessment of your personal qualities and abilities. It is important for you to note that these tests only provide an approximate description of your abilities. In addition, these tests only form part of the selection process and are typically considered alongside such factors as past performance, education, training, experience, motivation etc. All of your results will be treated in the strictest of confidence. The use of these tests is restricted to professionals who have been trained in testing and who will be able to interpret the significance of your profile within a work setting.



## RESULTS

### Verbal Reasoning

The verbal component of the Adapt-g assesses a person's ability to use words in a logical way. Consisting of items which involve an understanding of vocabulary, class membership, and the relationships between words, this test measures the ability to perceive and understand concepts and ideas expressed verbally. While this test is a measure of reasoning ability rather than educational achievement, it is nonetheless generally recognised that verbal reasoning test scores are sensitive to educational factors.

Compared to the reference group, your performance on the verbal component of this test indicates that you have an exceptional ability to understand verbal concepts. Your verbal reasoning ability is well in excess of that of most people. Such a strong grasp of verbal concepts indicates that you will be able to understand the logic of subtle arguments and use words in an extremely rational and reasoned way. Consequently, you should have no difficulty understanding instructions and explaining complex ideas to others.

### Numerical Reasoning

The numerical component of the Adapt-g assesses a person's ability to use numbers in a logical and rational way. The test consists of items which assess the candidate's understanding of number series, numerical transformations and the relationships between numbers, in addition to their ability to perform numerical computations.

When compared to the reference group, your performance on the numerical component of this test indicates that you have an above average ability to grasp of numerical concepts. This suggests that you should be able to cope with the demands of most jobs which require working with numbers and have a sufficient grasp of such issues to benefit from further relevant training.

### Abstract Reasoning

The abstract component of the Adapt-g assesses the ability to understand complex concepts and assimilate new information outside of previous experience. The test consists of items which require the recognition of patterns and similarities between shapes and figures. As a measure of reasoning, it is independent of educational attainment and can be used to provide an indication of intellectual potential. Assessing the ability to quickly understand and assimilate new information, it is likely to predict how responsive to training the person will be.

Your score on the abstract component of this test is well above the average achieved by the reference group, indicating an extremely high level of natural or fluid ability. This should enable you to rapidly grasp new and relatively complex concepts which are outside of your previous experience. Learning quickly, you would be expected to put training and instruction to good use.

### General Mental Ability

**General Mental Ability** – often termed  $g$  – is a person's capacity to understand logic; comprehend and learn complex new material; think abstractly; solve problems; and plan and respond to the environment in an adaptive, rational, and flexible manner. It is termed general mental ability because it assesses the person's mental capacity across a wide range of different intellectual functions and modalities. That is, general mental ability is overall intellectual ability, and is broader than more specific abilities such as verbal, numerical, or abstract reasoning. It is a composite of the speed and accuracy with which the person performs mental tasks, and can therefore be viewed as a measure of a person's 'mental power'.

Compared to the reference group, your performance suggests that you have exceptional general mental ability. Your level of reasoning ability is likely to be well in excess of that displayed by most people. Scores in this



range suggest that you should be able to perceive the relationships between complex ideas and deduce their logical consequence more easily than others.