

Ability Tests

Ability tests measure many different abilities including:

- ◆ Intelligence (IQ)
- ◆ Numerical reasoning
- ◆ Verbal reasoning
- ◆ Spatial or Abstract reasoning.

Most, but not all, Ability tests typically are:

- a) Timed - the candidate has to perform under tight time pressure
- b) Need to be administered under standardised conditions
- c) Designed to measure natural abilities which we are born with
- d) Normed against representation samples or comparison groups.



In a recruitment assessment situation they may answer questions like:

“Do they have the specific abilities required to do the job?”

“Are they a quick learner?”

“Can they handle the numbers side of the role?”

“Can they think strategically about problems?”

We have ability tests available from the following providers:

- ◆ Saville & Holdsworth (SHL) Tests
- ◆ Employee Aptitude Survey Tests (EAS)
- ◆ Modern Occupational Skills Tests (MOST)
- ◆ Watson Glaser Critical Thinking Appraisal
- ◆ Wonderlic Personnel Test (IQ)
- ◆ Genesis Ability Tests
- ◆ Hogan Business Reasoning Inventory (HBRI)
- ◆ ACER tests
- ◆ Ravens Standard Progressive Matrices (IQ)

The Types of Abilities you can measure are:

- ◆ General Mental Ability (IQ)
- ◆ Verbal Comprehension
- ◆ Verbal Reasoning
- ◆ Numerical Reasoning
- ◆ Mechanical Reasoning
- ◆ Spatial Reasoning
- ◆ Spelling and Grammar
- ◆ Diagramming Skills
- ◆ Logical Thinking
- ◆ Strategic Thinking
- ◆ Tactical Thinking
- ◆ Manual Dexterity
- ◆ Interpreting Data
- ◆ Abstract Reasoning
- ◆ Clerical Checking
- ◆ Symbolic Reasoning
- ◆ Technical Checking
- ◆ Decision Making
- ◆ Filing
- ◆ Word Meanings
- ◆ Fault Diagnosis

