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