



## Niche Consulting Assessment Tools

### Below are some of the Ability Assessments we recommend:

- ◆ **IQ General Problem-solving - Wonderlic** (12 mins, timed)  
This ability test gives useful information on how the person will prefer to approach new or unfamiliar tasks, and their level of speed and accuracy with intellectual problem solving. This ability assessment provides an insight into an individual's potential for training, learning and on the job problem solving.
- ◆ **Ravens Standard Progressive Matrices – GMA** (20 mins, timed)  
This ability test is designed to measure a person's capacity for observation and clear thinking. This ability test is particularly useful in assessing the ability to perceive, understand and grasp complex relationships in confusing situations. In jobs where literacy may be an issue this test will give a good idea of intellect which is not related to education level.
- ◆ **Watson Glaser Critical Thinking** (40 mins, timed)  
This ability test provides a full breakdown of a person's critical thinking and decision-making processes. Looks at logical thinking and reasoning skills when dealing with written and verbal information. It clarifies whether an individual will make sound logical decisions by seeing the wider consequences as opposed to becoming too narrowly focused or influenced by emotional reactions to topics. Useful in identifying key areas for development as it has 5 sub-test scores to analyse where critical thinking may be less strong.
- ◆ **Hogan Business Reasoning Inventory (HBRI)** (untimed, supervised)  
The HBRI ability test evaluates Critical Reasoning, Strategic and Tactical Reasoning using three categories of business data: 1) verbal information based on conversations, e-mails, and written reports; 2) quantitative information that comes from tables, data in financial reports and statistical analyses; and 3) graphic information that comes from charts, graphs, and figures. The Strategic and Tactical Reasoning constructs work to explain an individual's capacity to process many kinds of dense and complex information that may be found in the real world (Critical Reasoning).

### Employee Aptitude Survey Ability Tests

- ◆ **EAS1 Verbal Comprehension** (5 mins, timed)  
This ability test measures the ability to understand written words and the ideas associated with them. For each item, the examinee selects the synonym for a designated word from the four possibilities presented. Indicates how effectively the person will use and understand language. Determines how broad a vocabulary a person has for both written and oral communication.



- ◆ **EAS2 Numerical Ability** (10 mins, timed)  
This ability test measures the ability to add, subtract, multiply and divide. The test has three parts, which are separately timed. Part I measures facility in working with integers. Part II measures facility with decimals, and Part III measures facility with common fractions.
- ◆ **EAS3 Visual Pursuit** (5 mins, timed)  
This ability test measures the ability to make rapid, accurate scanning movements with the eyes. For each item, the examinee visually traces lines through an entangled network resembling a schematic diagram.
- ◆ **EAS4 Visual Speed and Accuracy** (5 mins, timed)  
This ability test measures the ability to compare numbers or patterns quickly and accurately. Each item consists of two alpha-numeric strings of characters. The examinee compares the two strings and indicates whether they are the same or different.
- ◆ **EAS5 Space Visualisation** (5 mins, timed)  
This ability test measures the ability to visualise forms in space and to manipulate objects mentally. The test consists of pictures of piles of blocks. The examinee determines how many other blocks in the pile touch a specific block.
- ◆ **EAS6 Numerical Reasoning** (5 mins, timed)  
This ability test measures the ability to analyse logical numerical relationships and to discover underlying principles. Each item consists of a number series, and the examinee selects the next number in the series from among five alternatives. Looks at logical thinking and reasoning skills when dealing with numerical information. This ability test assesses speed and accuracy in interpreting trends in numerical and technical information.
- ◆ **EAS7 Verbal Reasoning** (5 mins, timed)  
This ability test measures the ability to combine separate pieces of information and to form conclusions on the basis of that information. A series of facts is presented for the examinee to review. Five conclusions follow each series. Based upon the facts given, the examinee indicates whether each conclusion is true, false, or uncertain. Looks at logical thinking and reasoning skills when dealing with written and verbal information. Clarifies whether an individual will make sound logical decisions by seeing the wider consequences as opposed to becoming too narrowly focused.
- ◆ **EAS8 Word Fluency** (5 mins, timed)  
This ability test measures flexibility and ease in verbal communication. The examinee writes as many words as possible beginning with a designated letter.



- ◆ **EAS9 Manual Speed and Accuracy** (5 mins, timed)  
This ability test measures the ability to make repetitive, five finger movements rapidly and accurately. The examinee places pencil marks within as many “O’s” as possible in 5 minutes.
- ◆ **EAS10 Symbolic Reasoning** (5 mins, timed)  
This ability test measures the ability to manipulate abstract symbols mentally and to make judgements and decisions that are logically valid. Each item contains a statement and a conclusion. The examinee indicates whether the conclusion is true, false, or impossible to determine.

### SHL Ability Tests

- ◆ **Verbal Application - VMT1** (20 mins, timed)  
This ability test measures the ability to understand the meaning of words, logic within sentences and the use of grammar; the ability to complete or correct high-level written text.
- ◆ **Numerical Reasoning - NMT2** (20 mins, timed)  
This ability test measures the ability to handle particular numerical problems set in a business context. Main use would be to assess competence in handling numerical business data. Requires a calculator. Problem types range from straightforward arithmetic to proportions, ratios and probabilities.
- ◆ **Verbal Analysis – VMT3** (35 mins, timed)  
Addresses analytical skills such as summarising, drawing inferences and logical reasoning. This ability test assesses the ability to interpret high-level written information such as complex reports and policy documents.
- ◆ **Numerical Analysis – NMT4** (35 mins, timed)  
This ability test measures the ability to interpret and use high level numerical data, charts, graphs, tables and statistics. Useful in assessing ability to identify trends or combine data to establish new information. Requires a calculator.
- ◆ **Verbal Critical Reasoning – VMG2** (25 mins, timed)  
This ability test measures the ability to evaluate the logic of various kinds of argument. The tasks set and the topics covered are designed to be relevant to managerial work, enhancing the suitability of the tests for use with graduates and managers. The task is to decide whether a statement made in connection with given information is true or untrue, or whether there is insufficient information to judge.
- ◆ **Numerical Critical Reasoning - NMG2** (35 mins, timed)  
This ability test measures the ability to make correct decisions or inferences from numerical data. The tasks set and data presented are highly relevant to a range of management level jobs. Candidates may use a calculator, which further increases the relevance of the setting, and puts the emphasis clearly on understanding and



evaluation, rather than computation.

- ◆ **Verbal Evaluation - VC1.1** (30 mins, timed)  
This ability test measures the ability to understand and evaluate the logic of topics relevant to supervisors or junior management personnel. The task is to decide whether a statement is true or false in the context of the information given.
- ◆ **Interpreting Data - NC2.1** (30 mins, timed)  
This ability test assesses the speed and accuracy in interpreting trends and inference in numerical information. Appropriate for any role where the logical analysis of numerical information is required.
- ◆ **Diagramming Series - DC3.1** (20 mins, timed)  
This ability test measures reasoning using diagrams and requires recognition of logical rules and governing sequences. Ideal for assessing skills needed in occupations where logical or analytical reasoning is required.
- ◆ **Verbal Comprehension - VT1.1** (12 mins, timed)  
This ability test measures vocabulary and basic word skills using language which reflects the requirements of technical occupations.
- ◆ **Numerical Computation - NT2.1 and NT2.2 (10 mins, timed)**  
This ability test assesses the basic number skills with the emphasis on straightforward calculations and the understanding of arithmetical operations.
- ◆ **Visual Estimation - ET3.1 (10 mins, timed)**  
This ability test measures spatial perception involving the comparison of shapes and lengths.
- ◆ **Mechanical Comprehension - MT4.1 and MT4.2** (18 mins, timed)  
This ability test measures understanding of basic mechanical principles.
- ◆ **Technical Understanding - VT5.1 and VT5.2** (20 mins, timed)  
This ability test measures a candidate's understanding of written passages containing the type of verbal material likely to be encountered in a technical setting, such as equipment manuals and operating instructions.
- ◆ **Numerical Reasoning - NT6.1** (12 mins, timed)  
Measures more advanced number skills, with the emphasis on reasoning and recognising short cuts to reach solutions, rather than complex calculations. This test has been developed specifically for use with calculators.
- ◆ **Fault Diagnosis - FT7.1** (18 mins, timed)  
This ability test measures an individual's ability at finding faults in systems. The



candidate must locate which element of an arrangement of processors is not working as specified.

- ◆ **Spatial Recognition - ST8.1 and ST8.2** (10 mins, timed)  
This ability test measures the ability to recognise shapes in two dimensions, even after rotation.
- ◆ **Verbal Reasoning- VIT1** (25 mins, timed)  
This ability test measures the ability to interpret written information set in a technical context.
- ◆ **Number Series- NIT2** (15 mins, timed)  
This ability test measures high level numerical reasoning skills, in particular, recognition of relationships between numbers.
- ◆ **Computer Checking- CIT3** (7 mins, timed)  
This ability test assesses the speed and accuracy in the checking of non-contextual material such as alpha-numeric codes. These are important skills in any areas of programming and especially important for computer data entry staff.
- ◆ **Syntax Checking- CIT4** (10 mins, timed)  
This ability test measures speed and accuracy in the checking of contextual information while following a set of rules.
- ◆ **Diagramming- DIT5** (20 mins, timed)  
This ability test assesses the ability to follow a set of complex instructions. Relevant for all IT jobs as it mimics the ability to handle multiple and inter-dependent demands.
- ◆ **Diagrammatic Reasoning- DIT6** (35 mins, timed)  
This ability test assesses the ability to infer information from a symbolic system and to apply these rules to new situations. Relevant to roles involving complex IT problem solving for example as in systems analysis and program design.
- ◆ **Spatial Reasoning- SIT7** (20 mins, timed)  
This ability test measures the ability to visualise and manipulate shapes in three dimensions given a two-dimensional drawing.
- ◆ **Verify Unsupervised battery of tests**

## Genesis Tests - Computerised Ability Tests

- ◆ **Verbal Reasoning** (8 mins, timed)  
This ability test measures basic vocabulary, verbal fluency and the ability to reason



using words, this test is appropriate for all jobs which require a degree of verbal ability

- ◆ **Numerical Reasoning** (10 mins, timed)  
This ability test measures the ability to use numbers in a logical, efficient way. This assessment is appropriate for all jobs which require a fair level of numerical ability.
- ◆ **Abstract Reasoning** (10 mins, timed)  
This ability test measures the ability to understand abstract logical problems and use new information outside the range of previous experience.
- ◆ **Verbal Reasoning (CRTB- Genesis)** (20 mins, timed)  
This ability test assesses the ability to understand semi-technical reports and accurately draw logical conclusions and inferences from such written information. Helps to clarify whether an individual will make sound logical decisions by seeing the wider consequences of their decision, as opposed to becoming narrowly focused.
- ◆ **Numerical Reasoning (CRTB- Genesis)** (30 mins, timed)  
This ability test measures the ability to understand and critically evaluate a wide range of numerical information presented in tabular form, and accurately use this information in a logical way.
- ◆ **Mechanical Reasoning (TTB2- Genesis)** (15 mins, timed)  
This ability assessment looks at a person's broad ability to understand physical principles in operation in the real world. Useful in determining a person's ability to learn the principle of operation and repair on complex devices.
- ◆ **Spatial Reasoning (TTB2- Genesis)** (15 mins, timed)  
This ability test measures a broad ability to perceive and understand the relationship of diagrams and patterns to manufactured objects and products in the real world. The focus is on mentally manipulating objects and creating structures in one's mind from a plan. As such, is a useful indicator of high-level evaluative reasoning.
- ◆ **Visual Acuity (TTB2- Genesis)** (5 mins, timed)  
This task addresses a special type of perceptual ability which is important for people involved with complex, schematic diagrams. This ability test assesses both visual and attentional capacity.
- ◆ **Verbal Reasoning (CTB2- Genesis)** (8 mins, timed)  
This ability test measures basic vocabulary, verbal fluency and the ability to reason using words, this test is appropriate for all clerical and administrative jobs which require a basic level of verbal ability.
- ◆ **Numerical Ability (CTB2- Genesis)** (8 mins, timed)  
This ability test measures the ability to use numbers efficiently in clerical and



administrative contexts. This ability test assesses the ability to perform such tasks as calculating travelling expenses, working out the unit pricing of goods etc. Consequently it will be useful for assessing existing and prospective clerical staff.

- ◆ **Clerical Checking (CTB2- Genesis)** (7 mins, timed)  
This ability test assesses the ability to quickly and accurately check verbal and numerical information against a target. A classic speed/precision test, this assesses the ability to quickly and accurately code data.
- ◆ **Spelling (CTB2- Genesis)** (6 mins, timed)  
This ability test measures the ability to correctly spell commonly misspelt words, this test provides a quick and reliable measure of the candidate's ability to spell accurately.
- ◆ **Typing (CTB2- Genesis)**  
The typing test scores speed and identifies the number and nature of errors made.

### ACER Ability Tests

- ◆ **Verbal Checking** (8 mins, timed)  
This ability test measures gives a measure of the ability to detect (quickly and accurately) errors in text of various sorts. Relevant for any occupation where it is important for documents to be checked before being sent out.
- ◆ **Numerical Checking** (8 mins, timed)  
This ability test measures gives a measure of the ability to quickly and accurately detect errors in various sorts of numerical data.
- ◆ **Technical Checking** (12 mins, timed)  
This ability assessment measures the ability to detect errors when the information has been changed from one form (eg: numerical) into another (eg: verbal).
- ◆ **Numerical Awareness** (8 mins, timed)  
This ability test assesses arithmetical skills in various work settings. This assessment requires both the detection of computational errors and their correction.
- ◆ **Numerical Estimation** (12 mins, timed)  
This ability test measures the ability to make quick and rough approximations to complex calculations. The test is applicable for assessment in any occupation where customers may be offered quick estimates, where planning of quantities is necessary or where staff need to be able to spot errors in complex calculations.
- ◆ **Spelling and Grammar** (8 mins, timed)  
This ability test measures looks at the ability to detect errors of spelling and grammar



*Where assessment expertise is part craft and part science*

embedded in text.

- ◆ **Word Meanings** (12 mins, timed)  
This is a measure of language comprehension and word choice. Candidates have to identify words that have been used incorrectly and then choose a sensible replacement from a list of words. Helpful when trying to assess an individual's language skills.
- ◆ **Filing** (12 mins, timed)  
This ability test measures is designed as a measure of the ability to put records in the correct place in files which are organised using a variety of systems.
- ◆ **Decision Making** (15 mins, timed)  
This ability test assesses the ability to understand and apply rules, regulations and criteria in choosing between options.
- ◆ **Word Knowledge** (10 minutes, timed)  
This ability test assesses verbal skills and general reasoning ability. It comprises 72 items where there a word or phrase is selected from 5 alternatives.
- ◆ **BL - Verbal Reasoning** (15 mins, timed)  
This ability test has 29 items on verbal analogies, vocabulary, similarities, and verbal reasoning.
- ◆ **BQ - Numerical Reasoning** (20 mins, timed)  
This ability test has 30 items on number sequences, arithmetic reasoning, and number matrices.
- ◆ **PL - Verbal Reasoning** (15 mins, timed)  
This ability test has 34 questions on verbal analogies, vocabulary, and verbal reasoning.
- ◆ **PQ - Numerical Reasoning** (20 mins, timed)  
This ability test has 34 questions including items on sequences, reasoning, and number matrices.