



Industrial Proficiency Test

Sam Sample

14th April 2010

N.B. This is a confidential report, containing personal information to be used under the guidance of a trained professional. It should be shown only to decision makers on a 'need-to-know' basis. If you are not authorised to read this report, please return it immediately to a qualified person.

Introduction

Waiver

The IPT is an indicator only. Pod Consulting accepts no responsibility for selection or other decisions made using this tool and cannot be held liable for the consequences of doing so.

Context

This profile arises from a questionnaire and must be interpreted in the context of other relevant factors, such as actual experience, vocational interests, training, personality, motivation, skills and aptitudes.

Norm Group

The ratings and commentary in this report are relative to the comparison groups below.

Following Instructions:	134 Process Workers
Numerical Test:	124 Process Workers
Checking Test:	134 Process Workers
Symbolic Reasoning:	130 Process Workers

Industrial Proficiency Test Ratings

This timed test aims at assessing proficiency in tasks required of staff in processing and factory environments.

Executive Summary

The following section lists a number of points that can be inferred from Sam's assessment report. Sam's results have been matched against the key competencies required for the Process Worker role. The information contained in this section may be used as the basis for further probing during the interview or reference-checking discussions.

Attention to detail

Sam's results suggest that his attention to detail is slightly below that of most other process workers. It is recommended that the quality of his output is monitored by his supervisor.

Numeric ability

Sam's numeric ability appears to be as good as most other process workers and should be sufficient for this role.

Following instructions

Sam's ability to follow written instructions appears to be in the above average range when compared to most other process workers. As such, he should be more than comfortable following the written procedural and safety instructions in this role.

Learning agility

Compared to most other process workers, Sam is likely to require more time to pick up new information outside the range of his previous experience. It is recommended that he is provided with highly structured training and a good deal of support/supervision during the initial stages of his tenure.

Industrial Proficiency Test Scores

Following Instructions

The Following Instructions test measures proficiency in following written, tabular and diagrammatic instructions in English. In particular, the test measures people's ability to understand and follow work processes, checklists and timetables. Please note that this exercise tests an understanding of following instructions, rather than attitudes and willingness to follow instructions.

Sam Sample's performance on the Following Instructions test indicates that he has an above average ability to follow written, tabular and diagrammatic instructions when compared to the Process Workers norm group. A score at this level suggests that Sam Sample should have a good ability to understand instructions of a day-to-day nature and is unlikely to misinterpret simple instructions when left unsupervised.

Numerical Test

The Numerical test measures ability to use numbers in a logical and rational way. This test consists of items which assess people's basic understanding of such things as number series, numerical transformations, the relationships between numbers and their ability to perform basic numerical computations.

Sam Sample's performance on the Numerical test indicates that he has an average level of basic numerical ability when compared to the Process Workers norm group. A score at this level suggests that Sam Sample should be able to cope with basic numerical work of a day-to-day nature without difficulty, although it may take him a little time to fully appreciate some problems.

Checking Test

The Checking test measures attention to detail with words, numeric and graphical images such as barcodes and gauges which have job relevance. This is a test of people's ability to perceive details accurately and to recognise differences quickly.

Sam Sample's performance on the Checking test indicates that he has a below average level of checking ability when compared to the Process Workers norm group. A score at this level suggests that Sam Sample appears to have a weak attention to detail and may need more time than most to identify words, numeric and graphical images (such as barcodes and gauges). Encouraging Sam Sample to double-check words, numerical and graphical images may be important. Some development in the area of checking may be required.

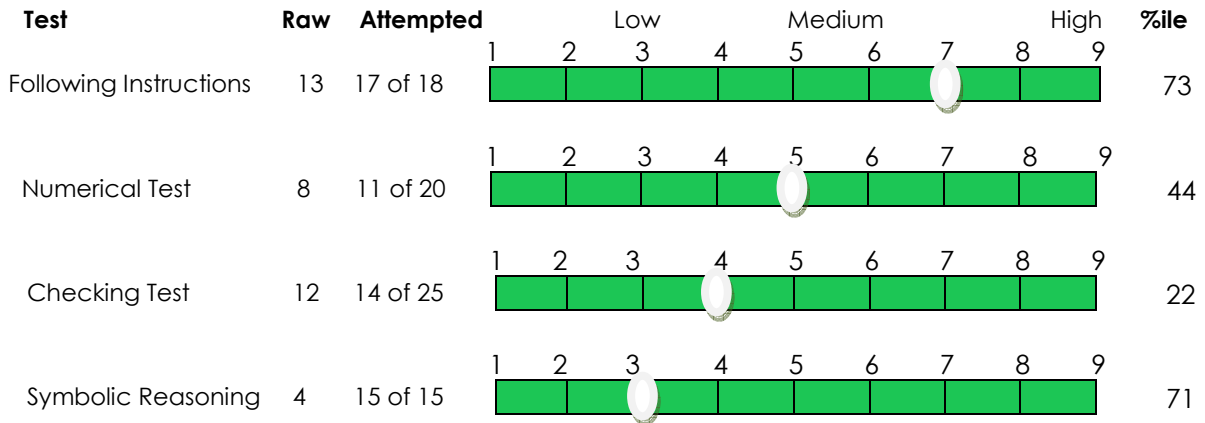
Symbolic Reasoning

The Symbolic Reasoning test measures proficiency in recognising patterns and themes, making sense of visual information and learning potential. It does not require language proficiency.

Sam Sample's performance on the Symbolic Reasoning test shows that he has

performed at a lower than average level when compared to the Process Workers norm group. Such a level of symbolic reasoning ability will enable him to grasp new concepts outside of his experience, although it may take him a while to fully appreciate more subtle ideas. Sam Sample is likely to require a structured approach to learning in order to benefit from training and instruction.

Industrial Proficiency Test (IPT) Profile Chart



Scores based on stanine values with Mean=5 and SD=2.
 %ile=percentile i.e. percentage of sample below respondent's score.

Norms for each of the IPT tests are based on the groups below:

- Following Instructions: 134 Process Workers
- Numerical Test: 124 Process Workers
- Checking Test: 134 Process Workers
- Symbolic Reasoning: 130 Process Workers