



ACUMEN

DEVELOP

Pat Participant

March 2019



podium

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# Introduction

## The Assessment

Acumen is a critical reasoning test designed to measure a person's ability to conceptualise, analyse, question and evaluate ideas. Critical Reasoning is an important component of decision making as it influences how well somebody can understand and make use of complex information. The Critical Reasoning Test assesses aptitude in the following areas:

- Recognising assumptions
- Evaluating arguments
- Drawing conclusions
- Identifying trends
- Making effective decisions

## The Report

The purpose of this report is to give information about Pat's performance on the test. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which can be explored with him.

## Private and Confidential

This is a confidential assessment report. This report was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional, and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

## Waiver

When reading this report, please remember that it is based exclusively on the information gathered from the test session only and describes performance exclusively on the Critical Reasoning test. The publishers, therefore, accept no responsibility for decisions made using this assessment and cannot be held responsible for the consequences of doing so.

## Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare participant results. As a guide, scores of 1 to 3 are considered well below average, while scores of 5 to 6 are average, and scores of 8 to 10 are considered well above average.



## Comparison Group (Norm)

The following norm group was used to compare results against.

Assessment	Name	Size
Numerical Acumen	International Participants	850
Verbal Acumen	International Participants	850

## Profile Summary

The following elements are used to describe the results.

<b>Percentile Score (%ile)</b>	Is a value on a scale of 100 that reflects the percentage of people in a sample who score below the participant's score.
<b>Range</b>	This is a qualitative indicator that is based on the Sten score and indicates how well a participant has performed.
<b>Sten Score (1-10)</b>	A Sten score is a standardised measure used to compare participant results. Presented on a 10-point scale, a score of 1 indicates low performance and a score of 10 indicates high performance.

### Profile Charts



## Results in Detail

### Numerical Acumen

Numerical Critical Reasoning assesses a person's ability to identify trend in complex data and use numbers in a rational and logical way.



#### Profile Description

- Compared to the reference group, Pat's score on the numerical acumen test places him in the slightly below average range.
- Scoring in this range suggests that his numerical critical reasoning ability may be slightly weaker than that of other employees.
- While he should have little difficulty evaluating everyday numerical and statistical information, it may take him some time to fully comprehend more complex sets of data and draw correct conclusions from them.

#### Development Recommendations

- Encourage Pat to practice numerical skills at work.
- If he prefers a structured approach to learning then have him consider signing up for courses in business statistics and numerical skills.
- Provide Pat with assignments that are technical in nature and require the use of numerical and problem-solving skills.

#### Implication Notes - list possible work implications.

#### Development Notes - list possible development interventions or actions.

## Verbal Acumen

Verbal Critical Reasoning assesses a person's ability to recognise assumptions, evaluate arguments and draw conclusions.



### Profile Description

- Pat's score on the verbal acumen test places him within the average range when compared to the reference group.
- His score is typical of this group, suggesting that he should evaluate information with little difficulty, although he may prefer to have time on his side to fully comprehend the significance of more complex written arguments and any inferences that can be drawn from them.

### Development Recommendations

- Invite Pat to use a self-questioning strategy when reading complex material which involves asking questions about the subject he is reading.
- Encourage him to practice writing for different audiences.
- Recommend that he subscribe to journals on topics of interest.
- Encourage him to verbalise what he want to write out loud, and then reduce written arguments in a logical way.
- Encourage Pat to build his social connections, so as to be exposed to different conversations.

### Implication Notes - *list possible work implications.*

### Development Notes - *list possible development interventions or actions.*



## Development Plan

Use this section to summarise and document Pat's development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Share the feedback report with Pat and read the report prior to conducting a coaching session.
2. Corroborate the results with Pat and explore other sources along with any implications before considering any development interventions.
3. Adopt a supportive and balanced approach to ensure observations are supported and accepted.
4. Take notes and agree on action plans with him.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					