ACE

RECRUITING EXECUTIVE ASSISTANT

ANN ANDERSON

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ACE

+ Score Report

master™
VALUE PEOPLE

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INTRODUCTION

This report is generated from the responses to one or more tests developed by Master™. The report does not include information given in a feedback session or from any other sources.

ABOUT THE TEST

ACE evaluates the ability for logical analytical reasoning or, in other words, the abillity to identify patterns and complex relations in information in order to draw conclusions and drive results. This is a ability we use to acquire new knowledge, validate arguments, solve problems and prepare action plans.

ACE contains questions that assess verbal, numerical and spatial reasoning, which all are linked to predicting work performance and are of a general nature, since they are not dependent on job specific knowledge.

Common to solving all questions is the ability to understand relationships between the information given in order to draw a conclusion.

SCORES

The results of the test are visualised using an intuitive scale ranging from 1 to 10, with 10 being the highest. The scale is commonly referred to as a STEN scale.

SCORE

EXAMPLE - THIS IS NOT YOUR REAL SCORE

NORM GROUP

The scores in this report are created by comparing the responses to the test with those of a representative group of test takers, referred to as a norm group. This allows for an accurate and practical understanding of the scores.

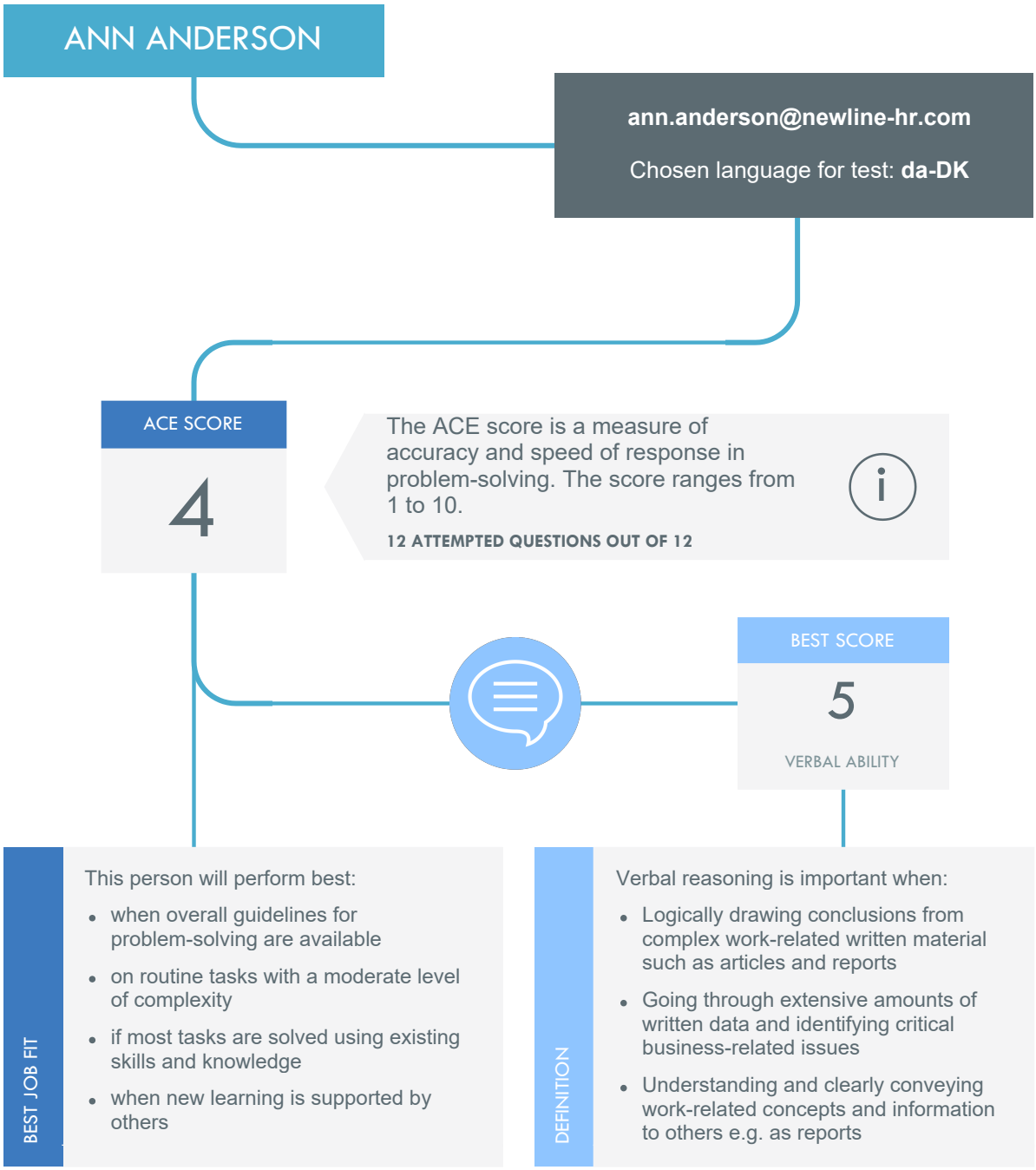
By considering age, gender, education, industry, and managerial level, the norm is representative of the group selected by the certified test user.

Selected norm: **International norm**

COMPUTER ADAPTIVE TESTING (CAT)

ACE applies the technology of Computer Adaptive Testing, which adapts the test according to the respondent's ability level. CAT selects questions for the purpose of maximising the precision of the test score based on what is known about the respondent from previous questions.

OVERVIEW


ANN ANDERSON
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Chosen language for test: da-DK
ACE SCORE
4
The ACE score is a measure of accuracy and speed of response in problem-solving. The score ranges from 1 to 10.
12 ATTEMPTED QUESTIONS OUT OF 12
BEST SCORE
5
VERBAL ABILITY
BEST JOB FIT
This person will perform best:
when overall guidelines for problem-solving are available
on routine tasks with a moderate level of complexity
if most tasks are solved using existing skills and knowledge
when new learning is supported by others
DEFINITION
Verbal reasoning is important when:
Logically drawing conclusions from complex work-related written material such as articles and reports
Going through extensive amounts of written data and identifying critical business-related issues
Understanding and clearly conveying work-related concepts and information to others e.g. as reports

SCORES

LOGICAL ANALYTICAL REASONING

The level of complexity that the person can deal with on the job.

ACE SCORE

SPEED

ACE SCORE

MEANING

- Typically finds it difficult to create an overview of how complex information is related
- Finding a valid conclusion within new, complex information will typically pose a challenge
- Using logic to solve problems is possible when the complexity level is low
- Relies on well-established knowledge to find solutions to non-routine tasks or problems
- Below average logical reasoning ability
- Very high speed when compared to others with the same ACE score

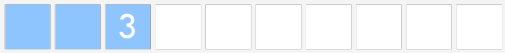
BEST JOB FIT

This person will perform best:

- when overall guidelines for problem-solving are available
- on routine tasks with a moderate level of complexity
- if most tasks are solved using existing skills and knowledge
- when new learning is supported by others

SPATIAL ABILITY

SCORE



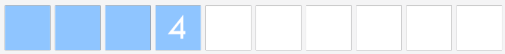
SPEED

Spatial reasoning is important when:

- Analysing new information, fitting it into the organisational context, and applying it to solve work-related problems
- Identifying trends in organisational data e.g. visual presentations, graphs and graphics
- Thinking outside the box in terms of discovering new ways in which things are related

NUMERIC ABILITY

SCORE



SPEED

Numerical reasoning is important when:

- Identifying critical business-related issues and logically drawing conclusions from numerical data such as performance figures, financial results and analysis reports
- Conveying and presenting business-related issues in forms of charts and tables
- Monitoring performance and progress based on numerical data e.g. statistics and tables

VERBAL ABILITY

SCORE

SPEED

Verbal reasoning is important when:

- Logically drawing conclusions from complex work-related written material such as articles and reports
- Going through extensive amounts of written data and identifying critical business-related issues
- Understanding and clearly conveying work-related concepts and information to others e.g. as reports