

Speech Introduction in ACE Test Interview

We will now conduct a test interview based on your result in ACE.

*How did it feel to fill out the ACE? {*Acknowledging feelings, asking about the environment, checking the time it took, that they sat undisturbed.}*

I want to start by telling you that I am a certified user in the test, which is a requirement to have the opportunity to give test interview.

ACE is cognitive test or aptitude test that measures logical analytical thinking. We use tests of this type because it gives us an objective basis for what is important for the position you have applied for and how well you would enjoy this challenge.

*Here is the actual result {*Submit Score Report, without Criteria}. There is no right or wrong in the result, everyone is different. To show the difference, your results are compared with a norm group. In this case, it is a Swedish working-age population consisting of just over 9,000 people that you are being compared against because the position you have applied for is in a Swedish company. The norm is distributed according to a normal distribution, where 70 per cent of the norm group has a score of 4 - 7. Different positions require different capacity levels, and the best match occurs when candidate and position are aligned. This means that higher is not always better.*

The results will be shared with the recruiting manager who will receive a report and my comments from this interview. The result will be saved for XX months in a database that we have, after which it will be deleted. If you want your result and your personal data, be deleted earlier than that, just contact me and I will delete it immediately.

We will discuss your results and you may be asked to answer questions related to problem solving.

*Have you had the opportunity to read through the report that you were able to download immediately after filling it in? {*Please listen in if there are any questions related to the report and that you will have the opportunity to answer them}. It is a so-called score report and here you can see your results on both the questions and the time you have taken to answer. You will get answers to your questions and as I said, even maybe answer some questions that I have.*

**Tell us where you are in the recruitment process and how ACE is used in the assessment.*

*The feedback will be done so that I will start by going through your result and then I will ask a few questions (*if you have used the long general high-precision test {max 75 min} and intend to go through each individual ability (N, V, S) then you can tell me that you will do it here as well).*

Do you have any questions before we get started?