viewpoint

ABILITY TEST REPORT

Verbal Comprehension Test

A report for

Sam Sample

viewpoint

ABILITY TEST REPORT · VERBAL COMPREHENSION TEST · ASSESSOR REPORT, CONFIDENTIAL

Sam Sample

Completed 17/10/2026 · Norm group: 5,335 UK job applicants · Report valid 18–24 months

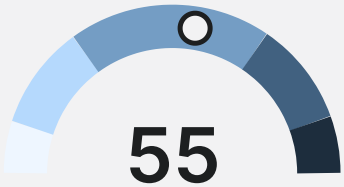
This report is confidential and is intended solely for the person responsible for assessing Sam Sample, who completed the Verbal Comprehension Test on 17/10/2026.

Interpreting scores

Scores on Verbal Comprehension Test are calculated by comparing an individual's score with a large group of people (norm group) who have also completed the same test. These are expressed as 'percentiles' -- use the key below to benchmark Sam's result.

Very Low	Low	Mid	High	Very High
1–10%ile	11–30%ile	31–69%ile ▲	70–89%ile	90–100%ile

PERCENTILE



55

Mid

Sten 5.8

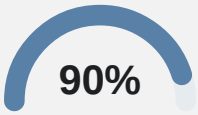
TEST SESSION

Recommended time: **16 minutes**

Time taken: **15 minutes, 0 seconds**

Norm group: **5,335 UK job applicants**

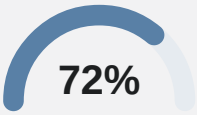
SPEED AND ACCURACY



90%

Questions answered

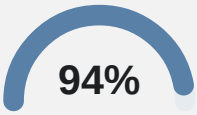
90% of the test reached



72%

Accuracy

of answered questions correct



94%

Time used

15 min 0 s of 16 min

This verbal comprehension test assesses a candidate's ability to read a piece of ordinary workplace writing -- a policy, a procedure, a guidance note -- and understand, check and reason from it accurately, using only what it actually says. These skills will be apparent when:

- **Understanding Words in Context:** Policies, instructions and customer correspondence turn on particular words, and reading one loosely -- or rewording it loosely -- changes what the organisation has said.
- **Drawing Sound Conclusions from What Is Written:** Deciding what a document does and does not settle is what keeps an answer to a customer, a colleague or a regulator defensible, rather than an assumption presented as a fact.
- **Finding and Checking Detail:** Most operational and customer-facing work runs on retrieving the right detail from written material quickly and getting it right first time, including where the question is about an exception.

Areas to probe at interview

The test reports the overall percentile and a broad position (Low, Mid or High) for each of its three areas, worked out from the questions in that area. The overall percentile is the measure of ability; the area positions show where to look first at interview. Use them to decide which skills to probe in more depth, and decide on the evidence gathered there whether to progress Sam. This page states the skills to explore; it does not prescribe exercises or questions — the interview should not repeat the test.

Result	Position
Overall result	Low **Mid** High

How to use this. Each area lists two skills for each position. **Low** — probe these in depth: the test says the skill needs checking. **Mid** — explore them where the role leans on the area: the basics held, so ask how Sam checks their own work. **High** — confirm them: the test was taken unsupervised. The column for Sam's own position in each area is marked. The positions are coarse by design; do not read a profile into small differences between them. Where an area carries too few items on a given form to be placed, the table says so and the area should simply be explored on its merits.

Area 1 — Understanding Words in Context

What it measures: working out what a particular word means from the way the passage uses it, and choosing a replacement that carries the same meaning -- not merely a related one.

If Low — probe
- working an unfamiliar word out from the sentence around it rather than from how it sounds
- choosing wording that preserves the original meaning rather than one that is only close to it

If Mid — explore
- whether they check a word they are unsure of, or read past it and go with the gist
- how they handle a term whose everyday meaning differs from its meaning in the document

If High — confirm ◀ Sam
- holding that precision in writing that goes out to customers or colleagues
- rewording a policy or an instruction for someone else without changing what it requires

Area 2 — Drawing Sound Conclusions from What Is Written

What it measures: deciding whether a statement is supported by the passage, contradicted by it, or simply not settled by it -- and recognising that third case rather than filling the gap from general knowledge or assumption.

If Low — probe
- separating what a document actually states from what it would be reasonable to assume
- recognising when the information given does not settle the question at all

If Mid — explore ◀ Sam
- where they draw the line between what a document says and what they expect it to say
- whether 'cannot tell' feels to them like an answer or like a gap to be filled

If High — confirm
- holding that discipline under time pressure and across longer documents
- saying plainly that a procedure does not cover a case, instead of improvising an answer

Area 3 — Finding and Checking Detail

What it measures: locating the specific facts a question asks for in a piece of workplace writing, including questions phrased in the negative -- which one is not true, which one can be omitted -- where the answer is the option the passage does not support.

If Low — probe ◀ Sam
- reading the question closely enough to notice a negative or an exception in it
- checking every option against the text rather than stopping at the first that looks familiar

If Mid — explore
- whether they go back to the document to check a detail, or trust their memory of it
- how they keep track of detail that is spread across several paragraphs

If High — confirm
- sustaining that accuracy across longer documents and under time pressure
- summarising accurately what a procedure requires for someone who has not read it

Rank candidates on the overall percentile; decide on the interview evidence.