



Joe Sample

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Organization: Sample Distributor EIP Version: I (timed)

To ensure you are obtaining the full benefits available to you from the use of the Elite Intellect Profile, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the Elite Intellect Profile results.

While the Elite Intellect Profile was designed to help assess various aspects of cognitive ability, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

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What the Elite Intellect Profile Measures

Research from the testing literature regarding intelligence consistently shows that cognitive ability is a valid predictor of job performance, learning ability and training success, across most, if not all, jobs.

The Elite Intellect Profile helps employers accurately test a candidate's level of general cognitive ability. More specifically, the test measures the individual's potential to be trained, to effectively and efficiently solve problems, to communicate clearly and to comprehend complex relationships.

The areas assessed by this Profile are:

Mathematical and Logical Reasoning	Mathematical and Logical Reasoning measures the degree to which the individual is likely to reason logically and to understand and solve basic to more complex mathematical, logical and abstract problems. While research has shown that logical reasoning is important for most jobs, this ability is especially critical for jobs requiring analytical problem solving.
Verbal Reasoning	Verbal Reasoning measures the degree to which the individual understands relationships among written or spoken words, which includes word comprehension and associations. This ability is especially important for jobs requiring quick and fluid thinking and jobs requiring that conclusions be drawn from moderate to complex verbal or written communications.

Interpreting the Elite Intellect Profile

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The following page presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.



Total Score Summary



Total Score Interpretation

This individual's overall Elite Intellect Profile score is superior to most other candidates in the comparison group. This individual has excellent problem-solving skills, thinks quickly, and is a fast learner. He/she is intelligent and is likely to be able make inferences based on information provided to him/her. This is definitely an area of strength for this candidate.



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.

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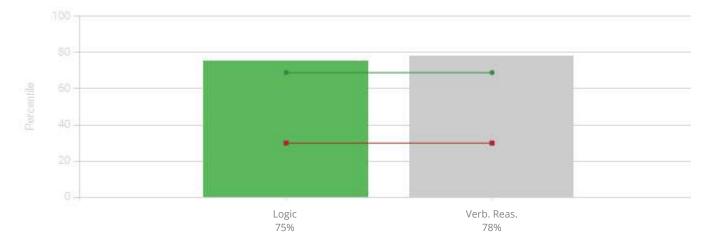
Mathematical and Logical Reasoning



Score Details

Mathematical and Logical Reasoning measures the degree to which the individual is likely to reason logically and to understand and solve basic to more complex mathematical, logical and abstract problems. While research has shown that logical reasoning is important for most jobs, this ability is especially critical for jobs requiring analytical problem solving.

Joe Sample scored in the 75th percentile on Mathematical and Logical Reasoning (High), meaning Joe scored better than 75 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.



- Attempted: 20/20 = 100%
- Correct: 12/20=60%
- Incorrect: 8/20=40%

Correct/Total Possible: 12/20 = 60% Population Avg. Correct/Total Possible: 10/20=50%

Expected Job Behaviors

- This individual is likely to reason quickly and logically.
- He/she has the ability to problem solve using numbers and mathematical concepts.
- Is able to understand training material.

He/she is a quick learner.



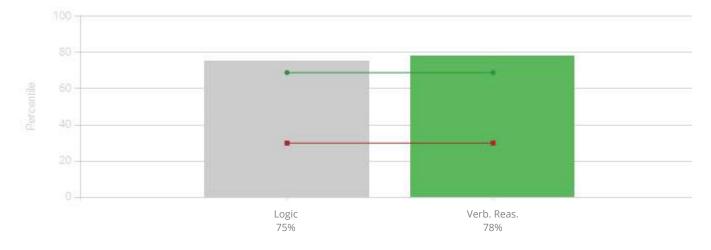
Verbal Reasoning



Score Details

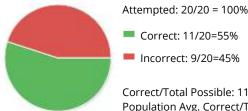
Verbal Reasoning measures the degree to which the individual understands relationships among written or spoken words, which includes word comprehension and associations. This ability is especially important for jobs requiring quick and fluid thinking and jobs requiring that conclusions be drawn from moderate to complex verbal or written communications.

Joe Sample scored in the 78th percentile on Verbal Reasoning (High), meaning Joe scored better than 78 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.



Correct: 11/20=55%

Incorrect: 9/20=45%

Correct/Total Possible: 11/20 = 55% Population Avg. Correct/Total Possible: 8/20=40%

Expected Job Behaviors

- This individual understands complex verbal or written communications.
- He she is likely to have a very good vocabulary.
- · He/she can make inferences based on complex information presented verbally or in writing.

Elite Intellect Profile and IQ

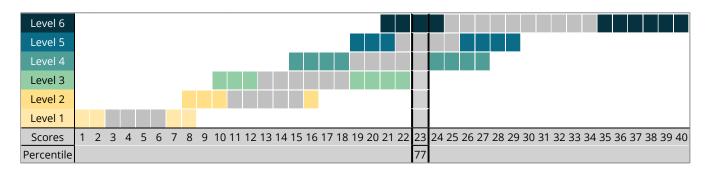
IQ (Intelligence Quotient) is a general indicator of an individual's intelligence level. The following chart indicates the approximate IQ score of the candidate based on his/her Elite Intellect Profile raw score. This equivalency is calculated based on research that compared the Elite Intellect Profile scores with those of the Wechsler IQ Test (a 1.5 hour assessment of IQ). The Wechsler is recognized as the premier assessment for the measurement of IQ.

Also included are general job tasks that can be expected for each IQ score range presented. These are general descriptions. Some cross over between adjacent ranges is expected.

122+ 121 120 119 118 117 116	Superior IntelligenceAble to collect own information to make inferences. Able to perform analyses based on logic and reason. Offers innovative solutions to problems.Very IntelligentAble to learn complex tasks. Thinks quickly and can problem solve effectively. Is able to engage in tasks involving decision making.
115 114 113 112 111	Above Average Intelligence Able to learn from written materials. Can be trained on tasks of moderate to high complexity (i.e., tasks involving problem solving and moderate decision making). Generally a quick learner.
110 109 108 107 106 105 104 103 102 101 100 99 98 97 96 95 94 93 92 91 90	Average Intelligence Able to learn by doing and from written material. Trainable as long as the task is not overly complex. Decision making situations should be supervised periodicallly. Problem solving ability is moderate.
89 88 87 86 85 84 83 82 81 80	Below Average Intelligence Able to be trained to perform routinized hands-on, simple tasks without supervision. Decision making tasks should be limited.
75 74 73 72 71 70 69 or less	Low Intelligence Limited ability to be trained. Can only perform routinized, simple tasks under supervision.

Elite Intellect Profile and Job Fit

Research examining the average intelligence levels of individuals within various occupations has found significant differences between job levels. The following table offers general guidelines with respect to samples of occupations that have been associated with various levels of intelligence. The raw score obtained by the candidate on the Elite Intellect Profile is highlighted by the vertical bar. The bar indicates where the score falls with respect to the general intelligence ranges of individuals within the various job categories/levels presented. The middle range for each job level indicates the optimal score range for that level.



Leve	Level 6 CEO, Physicians and Surgeons, Lawyers, Engineers, Government Officials, College Professors, Research Scientists		
Leve	Level 5 Managers, Accountants, Computer Occupations, Pharmacists, Nurses, High School Teachers, Real Estate Occupations, Sales Creative Jobs		
Leve	Management Trainee, Purchasing Agent, Accounting Clerk, Customer Service Reps., Sales Representative, Policemen, Supervisor, Lab Technician, Electricians, Claims Adjuster, Cashier, Teller, Field Technician, Receptionist, Data Processing, General Clerk, News Writer, Head Mechanic		
Leve	File Clerk, Material Handler, Machine Operators, Shopkeepers, Welders, Butchers, Warehouse Personnel, Carpenters, Cooks, Bus/Truck Drivers, Farmers, Maintenance Worker, Shipping Clerk, Security Guard		
Leve	2 Laborers, Factory Packers and Sorters, Upholsterers, Gardeners, Miners, Assembler, Nurse's Aide		
Leve	21 Casual Worker		

Interpretation Guidelines

Scores that fall within a particular job category indicate that the candidate has the intellectual capacity to perform the requirements of the jobs within that category. The gray area indicates the ideal score range for that particular job category. Scores within this range indicate a good match between the candidate's cognitive skills and those required of the job.

Scores that fall to the left of the gray areas, particularly when they fall outside of a particular job category range, indicate a higher probability that the candidate will struggle to meet some of the intellectual requirements of the jobs within those categories. These candidates will need to work harder to understand and accomplish the more intellectually challenging aspects of the job. Therefore, specific expectations should be discussed with the candidate with regard to these more challenging requirements.

Scores that fall to the right of the gray area, particularly when they fall outside of a particular job category range, indicate a higher probability that the candidate will find the job to be less intellectually challenging. These candidates might be better suited from an intellectual standpoint for a higher level position. Their intellectual level may result in boredom if the job they are being considered for is not mentally challenging enough. Specific job tasks and routines should be discussed with the candidate so that they understand the level of their responsibilities. Realistic job growth opportunities should also be discussed.

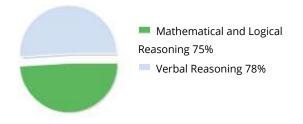


Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

Mathematical and Logical Reasoning

- This individual's ability to think logically makes him/her ideal for complex problem solving tasks and idea generation exercises.
- Avoid having them work on routine, repetitive work. He/she needs to be mentally stimulated.
- Their ability to understand complex concepts makes them an ideal source for coaching others or explaining more complex tasks to others.



Verbal Reasoning

- This individual's ability to understand complex communications makes him/her ideal for intellectually demanding jobs.
- He/she needs to be intellectually challenged.
- His/her ability to understand complex communications makes them an ideal source for coaching or explaining complex instructions to others.

 Mathematical and Logical Reasoning 75%
Verbal Reasoning 78%



Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

Mathematical and Logical Reasoning

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension.

Verbal Reasoning

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension.

Sum of Ratings

Number of Questions Rated

Average Rating

(Sum of all ratings divided by the number of questions rated.)