



Verbal Comprehension Test Assessment Report

Thea Sample

17 May 2025



Verbal Comprehension Test Assessment Report

Introduction to this report

The VCT is a measure of the ability to understand work-related policies and procedures as well as the ability to follow instructions.

This ability is central to most administrative, technical and clerical roles at a non-managerial level.

This report highlights:

- The speed at which the candidate worked - the number of questions they attempted.
- How accurate they were in their answers – the number of correct answers.
- Their graded performance – i.e. poor, below average, average, above average, or outstanding by comparison with other test-takers.
- Their performance by comparison with other test takers on a 10-point scale.
- Their performance as a percentile score - the percentage of the norm/comparison group their score was as good as or better than. For example, a score at the 75th percentile means they have done as well as or better than 75% of the comparison group. This would be graded as “**above average**”.
- Note: assessors should use the data in this report alongside other information about the candidate, for example personality data such as the Personality and Motivation Profiler (PMP) or the Work Personality Profiler (WPP) as well as biographical and interview data.

The scores which are described in this report are based on comparisons of results with a specific comparison group of administrators, technical and clerical staff (NOT the general population).



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Test Results for Ms Thea Sample

Ms Sample worked extremely quickly on this test.

Her efforts were somewhat inaccurate for the items attempted.

Her final score was BELOW AVERAGE by comparison with other candidates

Ms Sample may well benefit from further development and practice in the area of verbal reasoning before being entirely confident in a role that requires strong verbal capabilities.

Technical Details

Questions answered correctly:

| | | | | | | | | | | | | | | |
|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |

Number of questions attempted:

| | | | | | | | | | | | | | | |
|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |

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Assessment Report

Standard score (1-10) and percentage of the comparison group they did as well as or better than:

| | | | | | | | | | |
|------|-----|------|---------------|---------|------|---------------|-------------|------|------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| >1% | >5% | >10% | >25% | >40% | >60% | >75% | >90% | >95% | >99% |
| Poor | | | Below average | Average | | Above average | Outstanding | | |

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Work Implications

- **Limited ability to understand complex written content:** Candidates may have difficulty with documents containing jargon or technical terms and struggle with summarising or interpreting them accurately.
- **Errors in written communication:** While they can manage basic tasks, there may be issues with grammar, spelling, and clarity in emails, memos, or reports.
- **Needs additional training or clarification:** Such candidates may require extra support to improve their comprehension skills, especially with more detailed or nuanced written materials.
- **Work may require more time:** Comprehension may be slower, and additional time might be required to fully understand written instructions or tasks.