



# John Example

Report Capacity test

**Client**  
ixly ontwikkel/test

**Consultant**  
Example Advisor

**Date completed**  
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# Introduction

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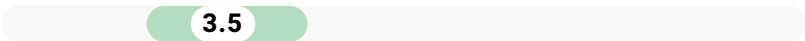
You have the report for Stroomdiagrammen TPI in front of you. This test measured your cognitive abilities.

Flow Charts measures the capacity for logical reasoning and the skill of applying prescribed rules. You have been asked to apply rules to a diagram in order to determine the final figure. This capacity is important in positions in which you need to design and understand complex and process-based systems.

## Results

Total number of items 25

Percentage correct 32%

		Sten	%tile	T-score
Upper secondary education		5	35	46
Higher Professional Education		4	27	44
Academic Education		3	16	40

## Disclaimer and copyright

In accordance with NIP Guidelines, this report is valid for a maximum of two years, as people may change over a period of time.

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# Interpretation of the results

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In addition to the number of correctly and incorrectly answered items, the score is reported in a number of statistical measurementss. Your score is compared to the scores of people in a number of reference groups. Each reference group consists of individuals with a certain educational level that have completed this test. In this way you can see how high you score in comparison to individuals with various educational levels.

## Sten scores, percentile scores and T-scores

**Sten score** a standardised 10-point scale, with a mean of 5.5 and a standard deviation of 2. A sten score should not be confused with a school grade. A sten score of 5 is not a “bad grade”, but indicates an “average score” achieved by many in the reference group.

**Percentile score** indicates the percentage of people in the reference group that have obtained an equal or lower score. A percentile of 25 means that 25% of the reference group obtained an equal or lower score. Thus (100% – 25%=) 75% obtained a higher score. A percentile of 50 indicates that exactly half of the reference group obtained an equal or lower score.

**T-score** a standardised, statistical scale with a mean of 50 and a standard deviation of 10. A T-score of 50 indicates the median and is the same as a percentile score of 50. A T-score of 40 means that the standardised score lies one standard deviation below average, which amounts to a percentile of approximately 17. A score of 70 means that the standardised score lies two standard deviations above average. This corresponds to a percentile score of 98.

Percentile scores, T-scores and sten scores are related in the following way:

Sten	Percentile	T-score	Meaning
1	<2,3%	<30	Far below average
2	2,3% – 6,7%	30 -35	Well below average
3	6,7% – 15,9%	35 -40	Below average
4	15,9% – 30,9%	40 -45	Just below average
5	30,9% – 50,0%	45 -50	Average
6	50,0% – 69,1%	50 -55	Average
7	69,1% – 84,1%	55 -60	Just above average
8	84,1% – 93,3%	60 -65	Above average
9	93,3% – 97,7%	65 -70	Well above average
10	97,7% – 100%	>70	Far above average

## Estimation interval

Each test score incorporates a certain level of inaccuracy. It is therefore possible that a test score is either too high or too low in relation to the candidate’s true level. The level of inaccuracy is represented in the graph by a blue bar positioned symmetrically to the left and right of the score. The width of the blue bar indicates, with a probability of 80%, the candidate’s real level. The following rule applies: the narrower the bar, the more accurate the score can be deemed to be.