

Report Reduced Cultural Sensitivity

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Results

Reduced Cultural Sensitivity test programme (RCS) consists of the following capacity tests: Non-Verbal Analogies TPI, Categories TPI and Mosaics TPI. The RCS programme reduces the effect of the candidates' socio-cultural background on the test results. A graphic representation of your test results is shown below. The next page contains a description of each of the sub-tests. On the next page of this report you will find further explanations per test. The scores from the sub-tests are used to calculate the total score. The reliability of the sub-tests and their interrelationships are taken into account in the calculation of this score.

Non-Verbal Analogies TPI

		Sten	%tile	T-score
VMBO		7	77	57
MBO		7	75	57
HBO		7	71	55

Categories TPI

		Sten	%tile	T-score
VMBO		7	80	58
MBO		7	75	57
HBO		6	67	54

Mosaics TPI

		Sten	%tile	T-score
VMBO		8	93	64
MBO		8	90	63
HBO		7	84	60

Total score

		Sten	%tile	T-score
VMBO		8	91	63
MBO		8	89	62
HBO		7	80	58



Test information

Non-Verbal Analogies TPI

Non-Verbal Analogies TPI measures abstract reasoning ability. You were asked to work out the transformation in figures and apply this transformation rule to another figure. This analytical ability is important for job functions in which abstract reasoning abilities are required.

Total number of items	27
Completed items	27
Percentage correct	70%

Categories TPI

Categories measure the analytical ability to solve abstract problems. You are asked to work out the common category portrayed in a number of pictures. This analytical skill is important in jobs which demand abstract analytical ability.

Total number of items	27
Completed items	27
Percentage correct	81%

Mosaics TPI

Mosaics measure spatial insight. You were asked to copy a figure by dragging the yellow and green boxes.

Total number of items	19
Completed items	19
Percentage correct	73%



Conclusion

Your total score based on the three sub-tests indicates that you have analytical abilities at an above average HBO level. This means that you would be able to function very well in an HBO position.

Based on the three different sub-tests, the following conclusion can be made:

In the Non-verbal Analogies test, your score is average HBO level. This means that you would be able to function quite well in a HBO position that requires analytical and logical reasoning skills. You are quite quick to detect changes and are able to logically implement these changes in a different context. This skill is required, for example, when planning a project, as it allows you to envision the desired result, and the possible ways to achieve that result.

In the Categories test, your score is average HBO level. This means that you would be able to function quite well in a HBO position that requires analytical and problem solving skills. You are reasonably quick to make connections between sources of information and to detect which information is relevant to solving a problem. This skill is required in professions where it is important to separate main issues from side issues. A consultant, for example, benefits from a strong analytical ability in order to get to the heart of a problem, while a journalist needs the analytical ability to connect pieces of information and reach a valid conclusion.

In the Mozaik test, you score above average HBO level. This means that you would be able to function very well in a HBO position that requires spatial reasoning. You are quick to see objects as part of a whole. Design-related professions such as an architect require spatial reasoning, while air traffic controllers also benefit from the ability to make a mental representation of different aircraft in airspace.



Interpretation of the results

In addition to the number of correctly and incorrectly answered items, the score is reported in a number of statistical measurements. 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.