



RECRUITMENT SPECIALISTS

ACUMEN

SELECT

Sally Sample

January 2026



podium

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## Introduction



### The Assessment

Acumen is a critical reasoning test designed to measure a person's ability to conceptualise, analyse, question and evaluate ideas. Critical Reasoning is an important component of decision making as it influences how well somebody can understand and make use of complex information. The Critical Reasoning Test assesses aptitude in the following areas:

- Recognising assumptions
- Evaluating arguments
- Drawing conclusions
- Identifying trends
- Making effective decisions



### The Report

This report has been designed to support interview and reference checking processes. The report presents Sally's results and provides probing interview questions to help users elicit information about her preferences, past behaviour and performance.



### Private and Confidential

This is a confidential assessment report. This report was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional, and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).



### Waiver

When reading this report, please remember that it is based exclusively on the information gathered from the test session only and describes performance exclusively on the Critical Reasoning test. The publishers, therefore, accept no responsibility for decisions made using this assessment and cannot be held responsible for the consequences of doing so.



### Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare participant results. As a guide, scores of 1 to 3 are considered well below average, while scores of 5 to 6 are average, and scores of 8 to 10 are considered well above average.



### Comparison Group (Norm)

The following norm group was used to compare results against.

Assessment	Name	Size
Numerical Acumen	Australasian Participants	158
Verbal Acumen	Australasian Participants	161



## Results Summary

The following elements are used to describe the results.

<b>Percentile Score (%ile)</b>	Is a value on a scale of 100 that reflects the percentage of people in a sample who score below the participant's score.
<b>Range</b>	This is a qualitative indicator that is based on the Sten score and indicates how well a participant has performed.
<b>Sten Score (1-10)</b>	A Sten score is a standardised measure used to compare participant results. Presented on a 10-point scale, a score of 1 indicates low performance and a score of 10 indicates high performance.

### Profile Charts

Scale	%ile	Range	<div>Below Average</div> <div>Average</div> <div>Above Average</div>
<b>Numerical Acumen</b>	<b>68</b>	Average	
<b>Verbal Acumen</b>	<b>27</b>	Slightly Below Average	



## Results in Detail

### Numerical Acumen

Numerical Critical Reasoning assesses a person's ability to identify trend in complex data and use numbers in a rational and logical way.

- Sally's score on the numerical acumen test places her within the average range when compared to the reference group.
- Her score is typical of this group, suggesting that she should evaluate numerical and statistical information with little difficulty, although she may prefer to have time on her side to fully comprehend the significance of more complex data.

### Verbal Acumen

Verbal Critical Reasoning assesses a person's ability to recognise assumptions, evaluate arguments and draw conclusions.

- Compared to the reference group, Sally's score on the verbal acumen test places her in the slightly below average range.
- Scoring in this range suggests that her verbal critical reasoning ability may be slightly weaker than that of other employees.
- While she should have little difficulty evaluating everyday written arguments, it may take her some time to fully comprehend more complex arguments and draw correct conclusions from them.



## Interview Prompts

The following questions have been designed to support the interview and reference checking process for Sally by attempting to elicit information about her abilities, past performance.

Each scale has been mapped to a series of interview questions and colour coded using the following convention:



*reflect below average results*



*reflect average results*



*reflect above average results*

Use the interview questions as a guide to probe Sally's preferences, past behaviour and performance as well as how these may be applied to future role requirements.

### Numerical Acumen



- Give me an example of a time when you analysed and interpreted numerical information in order to solve a problem.
- Do you work with numerical information? If so, what kind of information is it and how do you make the best use of it in your work?
- Give me an example of explaining particularly complex numerical results to others.

Notes:

### Verbal Acumen



- Tell me about a difficult or complex idea that you explained to others.
- Give me an example of a time when you had difficulty explaining your thoughts to others.
- Describe a difficult decision you made that involved evaluating conflicting information.

Notes: