

ITESTHUB · ABILITY TEST REPORT

Verbal Analysis Test

A report for

Sam Sample

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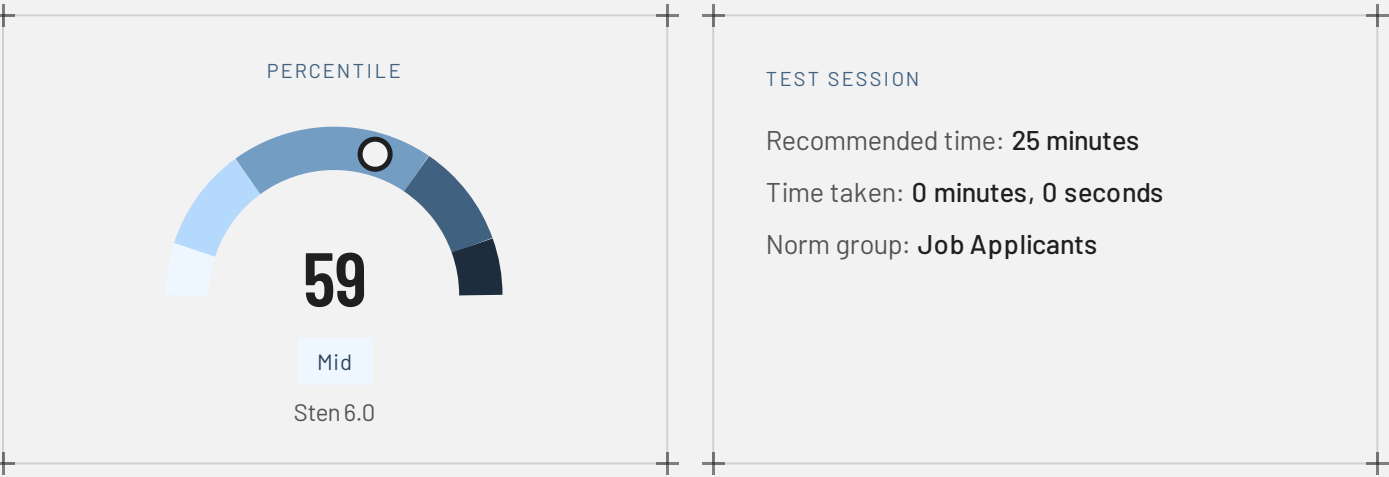
Completed 30/09/2026 · Norm group: Job Applicants · Report valid 18–24 months

This report is confidential and is intended solely for the person responsible for assessing Sam Sample, who completed the Verbal Analysis Test on 30/09/2026.

Interpreting scores

Scores on Verbal Analysis Test are calculated by comparing an individual's score with a large group of people (norm group) who have also completed the same test. These are expressed as 'percentiles' – use the key below to benchmark Sam's result.

Very Low	Low	Mid	High	Very High
1–10%ile	11–30%ile	31–69%ile	70–89%ile	90–100%ile



This verbal analysis test assesses a candidate's ability to read a passage of written argument and evaluate its logic – deciding what follows from it, what contradicts it, and what it simply does not settle – accurately and at pace. These skills will be apparent when:

- **Interpreting Texts and Documents:** Interpreting texts and documents – reports, contracts and correspondence turn on what was actually written, in legal, administrative and advisory work alike.
- **Evaluating the Logic of an Argument:** Critical thinking and problem solving – evaluating a case, a proposal or a claim on its logic rather than its confidence, in management, policy and advisory roles.
- **Communicating and Negotiating from the Evidence:** Communication and negotiation – putting a case, and answering one, on the strength of the evidence, in sales, customer-facing and advisory work.

Areas to probe at interview

The test gives one overall result, shown below as a broad position rather than a score. **There is no pass mark** – the overall percentile is the measure of ability. The three aspects listed under it are ways to explore that one result at interview; they are not separately measured, so each carries Sam's overall position. Use them to decide which skills to probe in more depth, and decide on the evidence gathered there whether to progress Sam. This page states the skills to explore; it does not prescribe exercises or questions – the interview should not repeat the test.

Result	Position
Overall result	Low Mid High

How to use this. Each area lists two skills for each position. **Low** – probe these in depth: the test says the skill needs checking. **Mid** – explore them where the role leans on the area: the basics held, so ask how Sam checks their own work. **High** – confirm them: the test was taken unsupervised. The column for Sam's own position in each area is marked. The positions are coarse by design; do not read a profile into small differences between them. Where an area carries too few items on a given form to be placed, the table says so and the area should simply be explored on its merits.

Area 1 – Interpreting Texts and Documents

What it measures: extracting what a passage actually says – the key claim, the detail that supports it and the qualification that limits it.

If Low – probe - separating what a passage states from what it would be reasonable to assume - noticing a qualifier that limits a claim – 'usually', 'unless', 'only'	If Mid – explore ◀ Sam - whether they go back to the passage to check a point or trust their memory of it - how they handle a passage on a subject they know well, where prior knowledge intrudes	If High – confirm - holding that discipline across longer and denser documents - summarising what a document says for someone who has not read it
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Area 2 – Evaluating the Logic of an Argument

What it measures: seeing whether a conclusion actually follows from its premises, and spotting where an argument overreaches, generalises or slips.

If Low – probe - testing whether a conclusion follows from the premises, not whether it sounds right - spotting a claim that overstates, reverses or generalises what the passage established	If Mid – explore ◀ Sam - whether they weigh an argument they agree with as hard as one they do not - how they handle a conclusion that is plausible but unsupported	If High – confirm - applying that scrutiny to real proposals and reports at work - saying plainly where an argument's weak point is
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Area 3 – Communicating and Negotiating from the Evidence

What it measures: putting a case clearly and answering the other side's, using what the text supports rather than what would be convenient.

If Low – probe - stating a position with the evidence that supports it - recognising the strongest point on the other side	If Mid – explore ◀ Sam - whether they can restate an argument they disagree with fairly - how they respond when the evidence does not favour their case	If High – confirm - putting a case to people who will push back - conceding a point without conceding the case
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Rank candidates on the overall percentile; decide on the interview evidence.