# The SHL Verify™
## Checking and Calculation Tests

The new SHL Verify™ Checking and Calculation tests are the latest additions to the Verify range of ability tests. These tests are the first of their kind to use leading edge 'Item Response Theory'.

They complement the verbal, numerical and inductive reasoning ability tests already available as part of the Verify range, and come with the optional follow-up verification test, providing maximum security against cheating.

### What are the Checking and Calculation tests?

The Verify Checking test is designed to measure a candidate's ability to compare information quickly and accurately.

The Verify Calculation test is designed to measure a candidate's ability to add, subtract, divide and multiply numbers quickly and accurately.

### When to use the tests

The Checking test is particularly useful when assessing an individual's potential in any role where perceptual speed and high standards for maintaining and monitoring quality and quantity are required.

The Calculation test is valuable when assessing an individual's potential in any role where calculation and estimation, as well as auditing and checking the numerical work of others, are required.

The tests are also relevant for roles in which the following behaviours, taken from SHL's Universal Competency Framework™, are critical for effective performance:

Checking: Delivering results and meeting customer expectations *(such as setting and monitoring high standards for quality and quantity)*

Calculation: Analysing *(such as analysing and evaluating information, testing assumptions)*

The tests are suitable for a wide range of functions, including: data entry, clerical, sales administration, payroll, financial administration, purchasing and technical monitoring (for example: air traffic control).
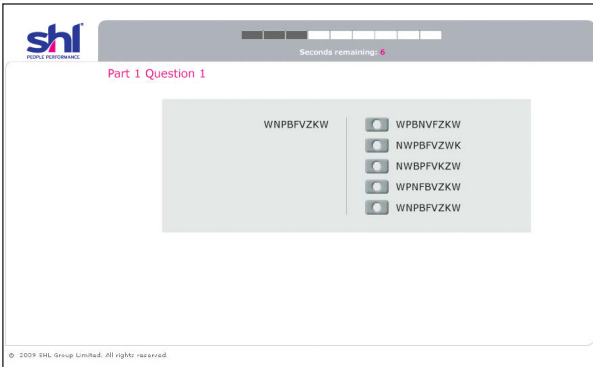
### Why use the Checking and Calculation tests?

The SHL Verify Checking and Calculation tests enable organisations to:

• Make better recruitment, selection and internal mobility decisions

• Save time and cost by screening out unsuitable candidates early in the selection process

• Reduce administrative effort

• Ensure maximum convenience for candidates through 24/7 access to tests

• Reinforce their employer brand by offering a quick and modern assessment process.

**Verify**
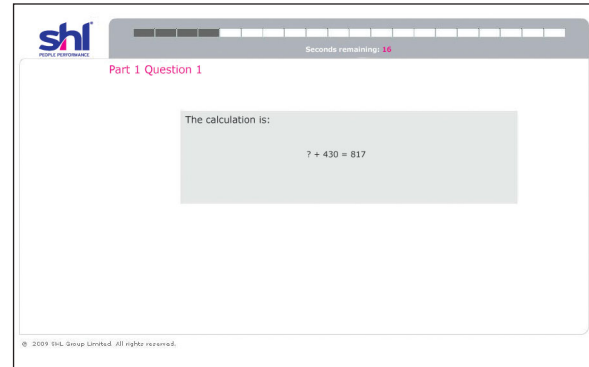test with confidence

## Example questions

### Checking



In the example, the candidate is asked to identify an identical string of letters or numbers from the list of options on the right. Each item is individually timed. The correct response in this example item is option 5.

### Calculation



In this example the candidate is asked to calculate which number has been replaced by the question mark. Each item is individually timed. The answer is provided on a separate answer screen. The correct response is '387'. The use of a calculator is allowed for this test.

## Technical details

| Test length | Checking test: 4-5 minutes | Verification test: 4-5 minutes |
| --- | --- | --- |
| | Calculation test: 10 minutes | Verification test: 5 minutes |
| Available Job levels Checking test | Supervisory<br>Operational | |
| Available Job levels Calculation test | Supervisory (up to Senior Customer contact)<br>Operational | |
| Comparison groups available<br>(for each job level) | General Population | |

# For further information regarding these tests, or the full SHL Verify range of ability tests, please speak to your SHL account manager or go to www.shl.com/verify