Ensure that you recruit candidates who possess the right aptitude, potential and capability to thrive in your organisation. The Smart Aptitude® Verbal Reasoning Test will save you valuable time and resources when sifting, identifying and selecting talent!

The Smart Aptitude Series is the latest development in ability testing technology. The Smart Aptitude Verbal Reasoning Test is designed to measure a candidate’s ability to understand, interpret, and logically evaluate written information and reach correct conclusions. This aptitude is important when communicating ideas or understanding written information. The test is designed for use across all sectors and functions for apprentice, graduate, managerial and executive level jobs.

Why use The Smart Aptitude Verbal Reasoning Test?

The Smart Aptitude Series offers real benefits for volume recruiters:

- **Enables better decisions**: The higher levels of accuracy and reliability of The Smart Aptitude Series ensures that decisions can be made on objective and valid information.

- **Improves the candidate experience**: The adaptive nature of the tests ensure that the questions presented to candidates are aligned to their ability level. Each test takes just 15 minutes to complete.

- **Highly predictive of performance**: Logical reasoning is a major facet of general cognitive ability, the strongest overall predictor of job performance. As a result, verbal reasoning tests are powerful predictors of performance at work, especially in combination with other aptitude tests in The Smart Series or Situational Judgement Tests in the Dilemmas Series™.

- **Minimises risk of cheating**: Each test has a very large and growing item bank of questions, meaning that candidates will be presented a unique combination of questions. This ensures the tests are secure against data theft or cheating.

- **Fair**: The Smart Aptitude Series is fairer than other aptitude tests as any questions shown to unfairly discriminate against a protected group is removed from the test automatically.

- **Simple to use**: There is no need to maintain different tests for different levels. The tests adaptive technology ensures that the test can cater for all levels.

The smartest ability tests on the market

Contact us on talentteam@psionline.com or +44 (0)1483 752 900
The Smart Aptitude Series in Action

The Smart Aptitude Series can be made available to candidates by us or through your own authorised practitioners. If you are running a recruitment or selection project in-house, our simple registration process and user training allow your practitioners to set up and invite candidates via our Apollo™ online platform. Alternatively, we can set up and manage the administration process on your behalf and then provide your registered users with reports according to the agreed timescale.

- The **Smart Aptitude Verbal Reasoning Test** is designed to measure a candidate’s ability to understand, interpret and logically evaluate written information and reach correct conclusions. This aptitude is important when communicating ideas or understanding written information.

- The **Smart Aptitude Abstract Reasoning Test** is designed to measure a candidate’s ability to identify patterns, solve problems and apply logical thinking. This aptitude is important for a variety of roles requiring problem solving and analytical skills.

- The **Smart Aptitude Numerical Reasoning Test** is designed to measure a candidate’s ability to understand, interpret and logically evaluate numeric information. This aptitude is important for roles that involve working with data.

Value Added Tax (VAT) is the tax one has to pay when one buys goods or services at their final stage. There are various items for which VAT does not have to be paid, such as most food, children’s clothing, newspapers and magazines. Only items viewed as ‘essential’ do not require VAT. Between 2004 and 2010, this tax was raised from 15% to 17.5% and after this the tax increased further to 20% in 2013. It was claimed by a political party in 2014, that if the opposing party were re-elected they would raise the tax to 22.5%, however, this was strongly refuted by the opposing party themselves. VAT is a sales tax paid by the final consumer, mostly used whenever value has been added at the final stage of production.

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Browser requirements

Please visit psionline.com/browser-support for more information on browser requirements.