Saville Assessment

Willis Towers Watson **I·I'I'I·I**

Aptitude Tests
Smart & Secure Screening

Relevant, reliable and robust

Aptitude tests are consistently proven to be the most valid predictor of workplace performance. All of our tests are proven to minimise group differences, maintain applicant diversity and improve candidate calibre. We strike the critical balance between technology, engagement and strong validity, ensuring a positive candidate experience that is fair and reliable.

"We have successfully balanced technology and innovation with a reliable and robust approach to assessment, giving us a stronger and more diverse talent pool."

FUJITSU

"Saville's focus on balancing candidate experience with robust assessment has ensured we deliver a fair and predictive assessment, leveraging the strong Jaguar Land Rover employer brand."

JAGUAR | LAND ROVER

"Saville were selected for both the unique qualities of their Swift test and the fact they convinced us, more than any other vendor, of their commitment to partner with BP and offer a high-quality service. This commitment has been delivered on at every turn."

bp

"The Swift Executive Aptitude assessment was chosen due to it being able to assess the intellectual ability required for the role in a short time frame whilst retaining good validity ."

PRUDENTIAL

Why choose our Aptitude Tests?

Mobile - Enabled Assessments

All of our aptitude tests can be completed on tablets as well as PCs.

Swift Testing

The first assessment to measure several sub-areas in one test, making the process faster for both candidates and administrators.

- ☑ Seamless process from initial application
- ☑ Improved candidate experience
- ☑ Boosted brand perception
- ☑ Reduced candidate support queries
- ☑ Increased assessment completions

Question Content

☑ Test items are underpinned by our extensive research into workplace performance.

☑ Work-relevant, varied and interesting content provide a positive candidate experience.

Flexible Portfolio

Supervised and unsupervised tests (both online and hardcopy) with parallel content for extra security.

Pace Reporting

Illustrates test-taking style and facilitates fast and professional feedback.

Test Ranges

The Aptitude portfolio contains five main test ranges.

Analysis Range

Target Group	Aptitudes Assessed		Norms Available
Directors	**V**	Verbal	Senior Managers & Executives
Managers	**N**	Numerical	Professionals & Managers
Professionals	**D**	Diagrammatic	Graduates
Graduates	**A**	Abstract	
Management Trainees			

Test Options

Online & Hardcopy
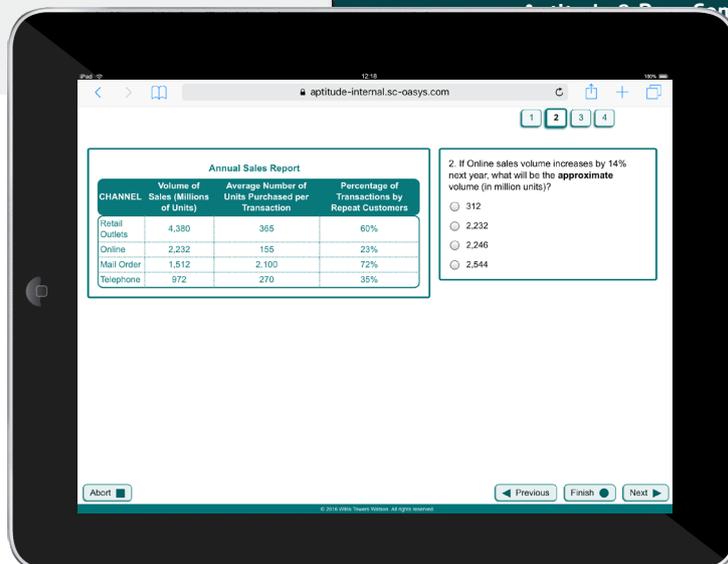
Unsupervised & Supervised

Swift

Single

Aptitude & Pace Information

This page displays aptitude and pace information for each of the areas in the test.

Aptitude Area Sub-Scores

Scores	1	2	3	4	5	6	7	8	9	10
Verbal (Above Average - 90%ile) Likely to find working with verbal information easier than other people.										
Numerical (Above Average - 92%ile) Likely to find working with numerical information easier than other people.										
Diagrammatic (Above Average - 86%ile) Likely to find working with diagrammatic information easier than other people.										

Aptitude & Pace Comparison

Diagrammatic

Worked at a much slower pace than average

Pace (1)

Aptitude (8)

Annual Sales Report

CHANNEL	Volume of Sales (Millions of Units)	Average Number of Units Purchased per Transaction	Percentage of Transactions by Repeat Customers
Retail Outlets	4,380	365	60%
Online	2,232	155	23%
Mail Order	1,512	2,100	72%
Telephone	972	270	35%

2. If Online sales volume increases by 14% next year, what will be the **approximate** volume (in million units)?

○ 312
○ 2,232
○ 2,246
○ 2,544

Abort ■   ◄ Previous   Finish ●   Next ►

Comprehension Range

Target Group

Administrative Roles

Customer Service Roles

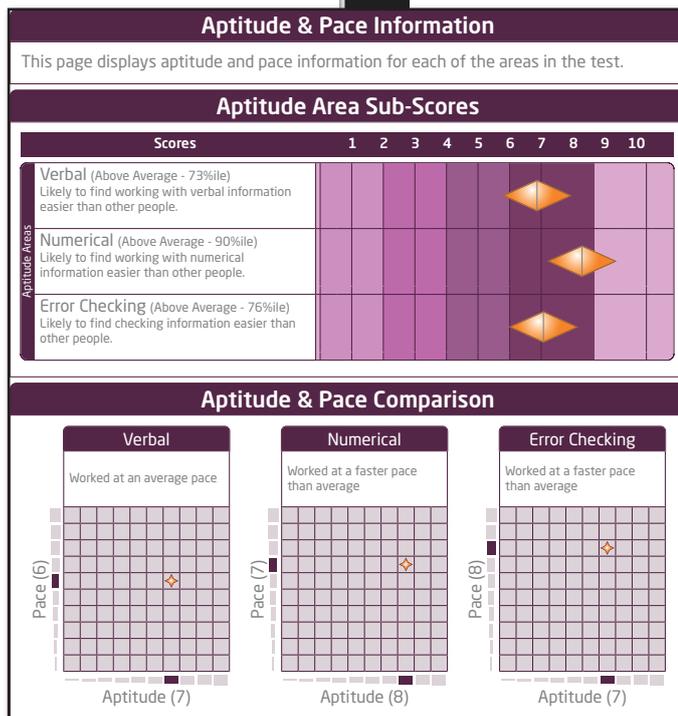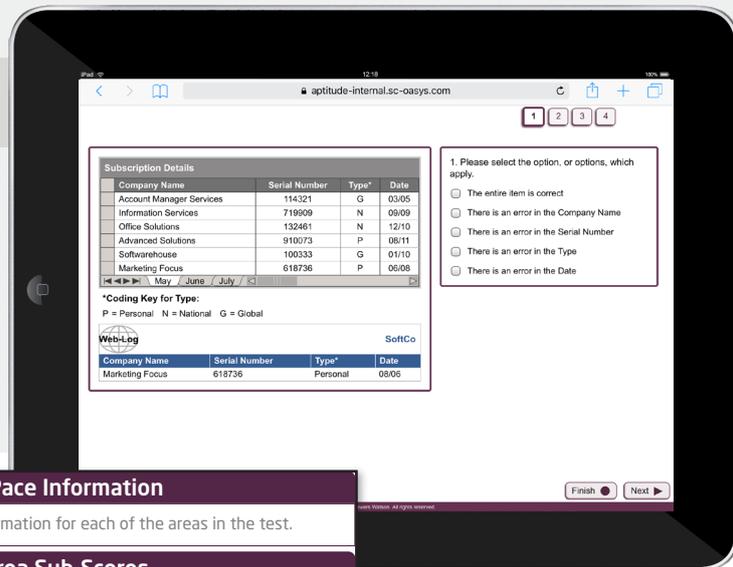Operational Roles

Commercial Roles

Aptitudes Assessed

V Verbal

N Numerical

C Error Checking

Norms Available

Mixed Occupational

Foundation (International Only)

Individual Contributors

Apprentices

Test Options

Online & Hardcopy

Unsupervised & Supervised

Swift

Single

Aptitude & Pace Information

This page displays aptitude and pace information for each of the areas in the test.

Aptitude Area Sub-Scores

Scores	1	2	3	4	5	6	7	8	9	10
Verbal (Above Average - 73%ile) Likely to find working with verbal information easier than other people.							◆			
Numerical (Above Average - 90%ile) Likely to find working with numerical information easier than other people.								◆		
Error Checking (Above Average - 76%ile) Likely to find checking information easier than other people.							◆			

Aptitude & Pace Comparison

Verbal

Worked at an average pace

Pace (6) / Aptitude (7)

Numerical

Worked at a faster pace than average

Pace (7) / Aptitude (8)

Error Checking

Worked at a faster pace than average

Pace (8) / Aptitude (7)

Technical Range

Target Group

Production Roles

Construction Roles

Engineering Roles

Scientific Roles

Aptitudes Assessed

S Spatial

M Mechanical

D Diagrammatic

Norms Available

Mixed Occupational

Apprentices

Test Options

Online & Hardcopy

Unsupervised & Supervised

Swift

Single

Aptitude & Pace Information

This page displays aptitude and pace for each of the areas in the test.

Aptitude Area Sub-Scores

Scores	1	2	3	4	5	6	7	8	9	10
Spatial (Above Average - 90%ile) Likely to find solving spatial problems easier than other people.								◆		
Mechanical (Above Average - 90%ile) Likely to find solving mechanical problems easier than other people.								◆		
Diagrammatic (Average - 62%ile) Likely to find solving diagrammatic problems as easy as other people.						◆				

Aptitude & Pace Comparison

Spatial — Worked at a faster pace than average — Pace (8) — Aptitude (8)

Mechanical — Worked at an average pace — Pace (6) — Aptitude (8)

Diagrammatic — Worked at a faster pace than average — Pace (7) — Aptitude (6)

Spatial Reasoning item example

Operator	Effect
#	Changes shading of triangles
+	Changes size of circles
@	Changes light figures (see illustration)

Illustration

Input	Process	Output
○ △ ●	#	○ ▲ ●
○ ▲ ▲	+	○ ▲ ▲
● ○ △	@	● ○ △
△ ▲ ●	@	△ ▲ ●

Diagrammatic Reasoning sub-test item example

Swift Apprentice Aptitude

Target Group	Aptitudes Assessed	Norms Available
Apprentices	**V** Verbal **N** Numerical **C** Error Checking **S** Spatial **M** Mechanical **D** Diagrammatic	Apprentices

Test Options

Online

Unsupervised

Swift

Abstract Reasoning Aptitude

Target Group	Aptitudes Assessed	Norms Available
Directors Managers Professionals Graduates Management Trainees	**A** Abstract (Logic)	Graduates Professionals & Managers Senior Managers & Executives

Test Options

Online

Unsupervised and Supervised

Single

Abstract Reasoning sub-test item example

Aptitudes Assessed

- **V** Verbal (Working with Words)
- **N** Numerical (Working with Numbers)
- **D** Diagrammatic (Working with Systems)
- **A** Abstract (Logic)
- **C** Error Checking (Working with Details)
- **S** Spatial (Working with Designs)
- **M** Mechanical (Working with Equipment)

Key

Invited (Unsupervised) Access Online Version - candidates can complete these tests from any location at any time without any testing supervision

Supervised Access Online Version - online tests with secure content for use under supervised conditions

Hard-Copy Version - hard-copy tests with secure content for use under supervised conditions

Time (Minutes)

Range	Who do you want to test?	Available Aptitude Tests	What do you want to measure?			Invited	Supervised	Hard-Copy	Time
Analysis Range	DIR	Swift Analysis Aptitude	V	N	D	✔	✔	✔	18
		Swift Executive Aptitude	V	N	A	✔			18
		Swift Analysis Verbal & Numerical	V	N		✔			24
	GRA	Verbal Analysis Aptitude	V			✔			24
		Numerical Analysis Aptitude		N		✔			24
		Diagrammatic Analysis Aptitude			D	✔			24
	DIR	Professional Verbal Analysis	V				✔	✔	20
		Professional Numerical Analysis		N			✔	✔	20
		Professional Diagrammatic Analysis			D		✔	✔	20
	GRA	Work Verbal Analysis	V				✔	✔	20
		Work Numerical Analysis		N			✔	✔	20
		Work Diagrammatic Analysis			D		✔	✔	20
Technical Range	TEC	Swift Technical Aptitude	S	M	D	✔	✔	✔	10
		Spatial Reasoning Aptitude	S			✔			8
		Mechanical Reasoning Aptitude		M		✔			12
		Diagrammatic Reasoning Aptitude			D	✔			16
	APP	Practical Spatial Reasoning	S				✔	✔	7
		Practical Mechanical Reasoning		M			✔	✔	10
		Practical Diagrammatic Reasoning			D		✔	✔	14

Candidates

DIR	Directors, managers and professionals	**OP**	Operational staff in manufacturing, engineering, construction and transport
GRA	Graduates and management trainees	**COM**	Commercial staff in sales, marketing, business development and financial services
TEC	Production, construction, engineering and scientific staff	**CUS**	Customer staff in call centres, hospitality, leisure, health and education
APP	Apprenticeship staff in operational and technical roles	**ADM**	Administrative staff in private and public sector offices

Range	Who do you want to test?	Available Aptitude Tests	What do you want to measure?				
Comprehension Range	**OP** **COM** **CUS** **ADM** **APP**	Swift Comprehension Aptitude	V	N	C	✔	✔	✔	95
		Verbal Comprehension Aptitude	V			✔			16
		Numerical Comprehension Aptitude		N		✔			16
		Error Checking Aptitude			C	✔			6
	OP	Operational Verbal Comprehension	V				✔	✔	14
		Operational Numerical Comprehension		N			✔	✔	14
		Operational Error Checking			C		✔	✔	8
	COM	Commercial Verbal Comprehension	V				✔	✔	14
		Commercial Numerical Comprehension		N			✔	✔	14
		Commercial Error Checking			C		✔	✔	8
	CUS	Customer Verbal Comprehension	V				✔	✔	14
		Customer Numerical Comprehension		N			✔	✔	14
		Customer Error Checking			C		✔	✔	8
	ADM	Administrative Verbal Comprehension	V				✔	✔	14
		Administrative Numerical Comprehension		N			✔	✔	14
		Administrative Error Checking			C		✔	✔	8
	APP	Swift Apprentice Aptitude	V N C S M D			✔			19.5
	DIR **GRA**	Abstract Reasoning Aptitude	A			✔			16
			A				✔		14

How do I get started?

Administration

Online assessments are delivered via our industry-leading Oasys platform and are fully compatible with the latest internet browsers.

Excellent reliability, clear on-screen presentation and user-friendly instructions ensure a positive user experience for both candidates and administrators.

Clients can access Oasys via our bureau service or purchase their own Oasys platform which can reflect their organisational branding.

Integrations

Our Oasys platform is easily integrated with applicant tracking systems including:

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WillisTowersWatson

My Tasks	Projects	My Details	My Reports	Users	Logout

You are here: » Projects » Project Details

Graduate Assessment Project

Select an assessee to view assessment details. Use the boxes below to search for an assessee.

Options:
Back to Projects
Add Assessee
View Project Details
Generate Reports
Create and add Assessee to the project
Configure Automatic Reporting
Edit Charging Details

Icon Key:
View Assessee
Search
Clear search

No:	First Name:	Last Name:	Date Added:	Status	Raters Completed / Total Raters	Actions:
				Show All ▼		🔍 ✖
1	Alex	Lee	19/06/2016 10:23:00	Complete	0 / 0	
2	Jo	Wilson	19/06/2016 10:23:00	Created	0 / 0	
2	Jack	Taylor	19/06/2016 10:24:00	Started	0 / 0	
2	Sam	Jenkins	19/06/2016 10:33:00	Created	0 / 0	

|◄ ◄ 1 ► ►| Page size: 50 ▼   4 items in 1 pages

Pricing

- Straightforward pay-as-you go format
- Competitive volume pricing
- No license or maintenance fees
- Pay only for candidates who complete assessments

Customer Service

Our client support team and seven-day-a-week bureau service are committed to exceeding client and candidate expectations.

What do clients say?

"The flexible mix-and-match aptitude portfolio offered by Saville Assessment allows the re-testing of successful candidates in more depth under supervised conditions."

Burness Paull

"All in all, an efficient and professional approach to online testing as we have come to expect from Saville Assessment."

e·on

A selection of our clients

JAGUAR | LAND-ROVER   THALES   Heathrow Making every journey better   Virgin media   dyson

RICOH imagine. change.   BT More power to you   FUJITSU   pz Cussons   PRUDENTIAL

Johnson & Johnson   babcock   Travelex worldwide money   bp   e·on

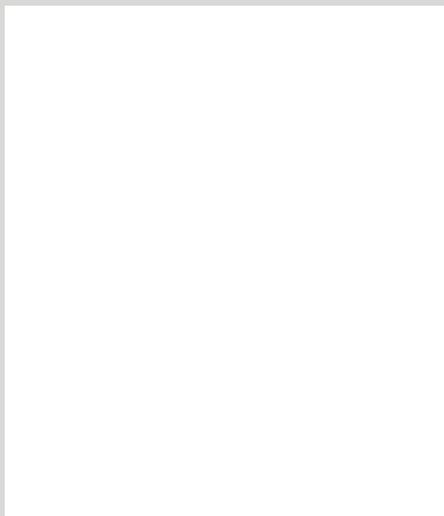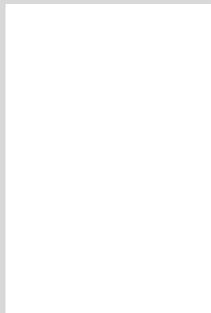Direct Line Group   Waitrose   GAZPROM   next   COMMERZBANK
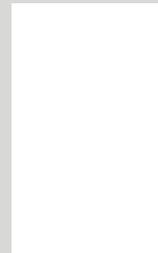
About Saville Assessment, a Willis Towers Watson Company

Our mission is to transform assessment around the world. We enable organisations to identify potential, accelerate performance, and achieve outstanding results. Our portfolio of leading-edge assessments are designed based on extensive research into successful workplace performance and the critical relationship between motive, talent and workplace culture. With representatives in over 80 countries we are transforming how organisations Hire, Build and Lead their talent globally. Learn more at www.savilleassessment.com

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