

# PAF

## Report for: **Sam Sample**

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The **Personnel Assessment Form (PAF)** is designed to provide a convenient, objectively scorable measure of general mental ability or intelligence. Research has consistently found that general mental ability is one of the best predictors of job performance across a variety of employment settings.

The scores reported on the following page are based on the above candidate's responses to **Form A** of the Personnel Assessment Form.

This report is designed to be used in combination with other information gathered during the candidate screening process. A final decision on this job candidate should be based on a combination of the results reported from the PAF as well as other sources, such as the job candidate's experience, references, and performance during a job interview.

**IMPORTANT: Percentile scores** are presented in this report. Each percentile score indicates the proportion of people in the comparison group with fewer correct answers. A percentile score of 50 is average, and indicates that half the people in the comparison group answered fewer questions correctly. Thus, a percentile score of 50 on the **Verbal** subtest indicates that the person had as many correct answers as the average person. It does not mean that the person only answered half the questions correctly.

**This report should not be shown to the job candidate. The user assumes all liability resulting from the release of this confidential information to unauthorized persons, including the job candidate.**

### *Notes:*

There were 4 unanswered questions.

# Personnel Assessment Form (PAF)

Report for: **Sam Sample**

Form Administered: **A**

Administration Date: **Jan 27, 2012**

## General Mental Ability (GMA)

The PAF is a measure of General Aptitude, or General Mental Ability (GMA). GMA is an indication of one's ability to reason, plan, solve problems, think abstractly, comprehend complex ideas, and learn quickly from experience. Research has consistently demonstrated that GMA is one of the best predictors of job performance, across a variety of jobs. GMA becomes increasingly important as jobs become more complex and ambiguous. Thus, a high score is generally necessary to perform well in highly complex jobs, is an advantage in moderately complex jobs, but provides less of an advantage in very simple and routine work.

## PAF Scores

The PAF makes use of two subtests, **Verbal** and **Quantitative**, to measure General Mental Ability. The Verbal subtest of the PAF measures general verbal aptitude (e.g. knowledge of words and verbal concepts), and the Quantitative subtest measures math ability, reasoning ability, and problem solving skills. The Verbal and Quantitative subtests are combined to derive an **Overall Score** of General Mental Ability.

## Results:

|                      | Raw Score | Percentile Score | Low | Average |    |    |    |    |    |    |    |    |     | High |
|----------------------|-----------|------------------|-----|---------|----|----|----|----|----|----|----|----|-----|------|
|                      |           |                  | 0   | 10      | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |      |
| Verbal Subtest       | 33        | 99               |     |         |    |    |    |    |    |    |    |    |     |      |
| Quantitative Subtest | 17        | 99               |     |         |    |    |    |    |    |    |    |    |     |      |
| Overall Score        | 50        | 99               |     |         |    |    |    |    |    |    |    |    |     |      |

**Explanation of scores:** Each raw score indicates the number of questions this job candidate answered correctly. Each percentile score indicates the percentage of people in a comparison group of job applicants who received a lower raw score than this job candidate. 50 is an average percentile score. For more information on percentiles and how to properly interpret this report, please refer to the PAF manual.