TECHNICAL INFORMATION GUIDE - CLEVRY NORM GROUPS (2020)

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INTRODUCTION

All tests on our assessment platform, Clevry, are norm-referenced. This means that a candidate's score on a test is compared with a large representative group of people who have taken that test before - this group is referred to as the "comparison group" or "norm group". Clevry allows you to choose which comparison group you would like to use for each of your assessments. We have general composite norm groups available for all assessments (detailed in this document), along with some sector specific ones. We can also offer bespoke comparison groups for those organisations with larger volumes of candidates (150+) who would like to use their own internal benchmarks. Please get in touch with a member of the team for more information about this. The system then uses this compares on group to convert raw test scores into a Sten score ranging from 1-10. Each of our reports provide full guidance on how to interpret these scores, but please do not hesitate to get in touch should you have any questions.

Listed below are the technical properties of each of our general composite norm groups:

CRITERION PERSONALITY QUESTIONNAIRES

This sample is comprised of a diverse group of between 119-4,954* individuals who completed Criterion Personality Questionnaires in English between 2015 and 2020. These individuals completed this assessment as part of recruitment and development processes for a range of roles including: consultants, graduates, accountants, managers, apprentices, leadership (incl. executive level), engineers, surveyors, academics, analysts, controllers, account managers, directors, lawyers, researchers, project managers, auditors, operations, coaches, sales personnel, and more. These individuals represent a wide range of industry sectors including: public sector, not-for-profit, legal, financial services, marketing, IT services, transport, engineering, construction, education & training, retail, leisure & hospitality, consulting services, media, healthcare, HR, recruitment, manufacturing & production, and more.

*Note: Due to the flexible nature of the Criterion Personality Questionnaires, the comparison group is comprised of individuals who have completed a range of different questionnaires, meaning comparisons are made by looking at the distribution of scores at the scale level. This means that reported characteristics of the comparison group reflect the range across all 46 scales that make up the CPQ library.

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UTOPIA ABILITY TEST SERIES

UTOPIA VERBAL REASONING COMPARISON GROUP (2020)

This sample consists of a diverse group of 11,986 individuals who completed the Utopia verbal critical reasoning test in English between 2014 and 2020. These individuals completed this assessment as part of recruitment processes for a range of occupations, all of which required a high level of aptitude, including: consultants, graduates, accountants, managers, apprentices, leadership (incl. executive level), engineers, surveyors, academics, analysts, controllers, account managers, directors, lawyers, researchers, project managers, auditors, operations, coaches, sales personnel, and more. These individuals represent a wide range of industry sectors including: public sector, not-for-profit, legal, financial services, marketing, IT services, transport, engineering, construction, education & training, retail, leisure & hospitality, consulting services, media, healthcare, HR, recruitment, manufacturing & production, and more

UTOPIA NUMERICAL REASONING COMPARISON GROUP (2020)

This sample consists of a diverse group of 10,508 individuals who completed the Utopia numerical critical reasoning test in English between 2015 and 2020. These individuals completed this assessment as part of recruitment processes for a range of occupations, all of which required a high level of aptitude, including: consultants, graduates, accountants, managers, apprentices, leadership (incl. executive level), engineers, analysts, controllers, account managers, directors, lawyers, researchers, project managers, auditors, operations, coaches, sales personnel, and more. These individuals represent a wide range of industry sectors including: public sector, not-for-profit, legal, financial services, marketing, IT services, transport, engineering, education & training, retail, leisure & hospitality, consulting services, media, healthcare, HR, recruitment, manufacturing & production, and more.

UTOPIA ABSTRACT REASONING COMPARISON GROUP (2020)

This sample consists of a diverse group of 2,594 individuals who completed the Utopia abstract reasoning test in English between 2014 and 2020. These individuals completed this assessment as part of recruitment processes for a range of occupations, all of which required a high level of aptitude, including: managers, auditors, controllers, accountants, analysts, graduates, researchers, academics, senior leaders, and more. These individuals represent a wide range of industry sectors including: public sector, legal, not-for-profit, transport, finance, education, HR, IT services, and more

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B2C ABILITY TEST SERIES

B2C VERBAL REASONING COMPARISON GROUP (2020)

This sample consists of a diverse group of 4,744 individuals who completed the B2C verbal reasoning test in English between 2017 and 2020*

Note that this test was only launched in 2016. We continue to review and grow this comparison group as we collect more data.

These individuals completed this assessment as part of recruitment processes for a range of occupations, including: administrators, clerical roles, junior managers, sales personnel, apprentices, consultants, technicians, recruiters, account managers, coaches, customer service personnel, project managers, assistants, analysts, operators, engineers, and more.

These individuals represent a wide range of industry sectors including: retail, HR, technology, IT, sales, recruitment, legal, public sector, not-for-profit, leisure & hospitality, consultancy, finance, manufacturing, L&D, media, housing/property management, engineering, marketing, and more.

B2C NUMERICAL REASONING COMPARISON GROUP (2020)

This sample consists of a diverse group of 1,593 individuals who completed the B2C numerical reasoning test in English between 2017 and 2020*

 Note that this test was only launched in 2016. We continue to review and grow this comparison group as we collect more data.

These individuals completed this assessment as part of recruitment processes for a range of occupations, including: administrators, clerical roles, junior managers, sales personnel, apprentices, consultants, technicians, recruiters, account managers, coaches, customer service personnel, project managers, assistants, advisors, analysts, operators, trainee accountants, engineers, and more.

These individuals represent a wide range of industry sectors including: retail, HR, technology, IT, sales, recruitment, legal, public sector, not-for-profit, leisure & hospitality, consultancy, finance, manufacturing, defence/security, L&D, engineering, marketing, and more

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B2C CHECKING COMPARISON GROUP (2020)

This sample consists of a diverse group of 5,382 individuals who completed the B2C checking test in English between 2016 and 2020. These individuals completed this assessment as part of recruitment processes for a range of occupations, including: administrators, clerical, assistants, apprentices, technical support, sales personnel, account managers, customer service advisors, project coordinators, junior accountants, controllers, analysts, technicians, operations, receptionists, consultants, coaches and more. These individuals represent a wide range of industry sectors including: public sector, finance, housing/property, transport, contact centres, not-for-profit, telecommunications, consultancy, defence/security, legal, leisure, IT, marketing, and more

B2C ABSTRACT REASONING COMPARISON GROUP (2020)

This sample consists of 2,989 individuals who completed this abstract reasoning test in English between 2015 and 2020. These individuals completed this assessment as part of the recruitment processes for a range of occupations including: analysts, apprentices, IT personnel, electricians, engineers, not-for-profit and public sector roles. These individuals represent a range of industry sectors including: public sector, not-for-profit, IT services, engineering, construction, defence/security, finance, and more.

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CWS ABILITY TEST SERIES

CWS VERBAL REASONING COMPARISON GROUP (2020)

This sample consists of a diverse group of 2,261 individuals who completed the CWS verbal reasoning test in English between 2015 and 2020. These individuals completed this assessment as part of recruitment processes for a range of occupations, all of which required a high level of aptitude, including: administrators, practitioners, technicians, engineers, assistants, receptionists, advisors, customer service personnel, apprentices, engineers, controllers, project managers, operations, sales personnel, and more. These individuals represent a wide range of industry sectors including: public sector, not-for-profit, IT services, transport, engineering, construction, education & training, retail, leisure & hospitality, consulting services, recruitment, manufacturing & production, and more

CWS NUMERICAL REASONING COMPARISON GROUP (2020)

This sample consists of a diverse group of 3,374 individuals who completed the CWS numerical reasoning test in English between 2015 and 2020. These individuals completed this assessment as part of recruitment processes for a range of occupations, all of which required a high level of aptitude, including: administrators, technicians, engineers, analysts, assistants, advisors, customer service personnel, apprentices, engineers, project managers, drivers, operations, sales personnel, and more. These individuals represent a wide range of industry sectors including: public sector, not-for-profit, IT services, transport, engineering, construction, education & training, retail, leisure & hospitality, consulting services, recruitment, manufacturing & production, and more. Demographic information showed an even gender ratio across the group.

CWS MECHANICAL REASONING COMPARISON GROUP (2020)

This sample consists of a diverse group of 4,016 individuals who completed the CWS mechanical reasoning test in English between 2015 and 2020. These individuals completed this assessment as part of recruitment processes for a range of occupations, all of which required a high level of aptitude, including: apprentices, technicians, delegates, engineers, contractors, operators, technical support and more. These individuals represent a wide range of industry sectors including: public sector, not-for-profit, mechanics, engineering, construction, manufacturing & production, and more

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SITUATIONAL JUDGEMENT TESTS

GRADUATE/MANAGERIAL SJT COMPARISON GROUP
(2019)

This sample consists of a diverse group of 666 individuals who completed the Graduate/Managerial situational judgement test between 2015 and 2019. These individuals completed the assessment as part of the recruitment process for a range of occupations, all of which required some managerial responsibilities, including: solicitors, graduates, HR professionals, accountants, managers, operations, sales personnel, procurement, buyers, transport managers, PR and communications professionals, controllers, and more. These individuals represent a wide range of industry sectors including: legal, logistics, accountancy and financial services, IT services, recruitment, manufacturing & production, healthcare and more.

LEADERSHIP JUDGEMENT TEST COMPARISON GROUP
(2019)

This sample consists of a diverse group of 200 individuals who completed the leadership judgement test between 2015 – 2019. These individuals completed the assessment as part of the recruitment process for a range of occupations, all of which required some level of leadership responsibilities, including: HR professionals, consultants, PR and communications professionals, engineering leaders, finance leaders, analysts, recruitment consultants, and more. These individuals represent a wide range of industry sectors including: legal, accountancy and financial services, media, recruitment, manufacturing & production, engineering, healthcare and more.

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