



Feedback Report

John Cooper

Report Date:	12 May 2008
Assessment Date:	12 May 2008
Results Valid Until:	12 May 2009
Client/Company:	Coles Group Limited
Assessments Included:	Cognitive Ability Test Work Safety Assessment

The following report describes your performance on Onetest™s assessments. You completed these tests as part of your application for a position with Coles Group Limited. Your performance is detailed below.

Onetest Cognitive Ability Test

The following report describes your performance on Onetest's Cognitive Ability Test (OCAT). You completed this test as part of your application for a position with Coles Group Limited. This assessment presented you with questions made up of words, numbers, or images and shapes.

Background Information

To perform well at work, people draw upon their own unique strengths that they have developed over time. Some people for example, are very good at thinking critically and solving problems. This is what the OCAT measures as research has shown these qualities to be commonly linked to job performance. Other people may not consider thinking critically and solving problems to be strengths of theirs but will instead draw upon such things as their work experiences, interpersonal skills, and motivation to perform well on the job. Therefore people differ significantly in the personal qualities they rely upon most to do their job well.

The OCAT results that follow serve to indicate the extent to which critical thinking and problem solving are likely to be strengths for you or whether it is more probable that you will apply other qualities to enhance your performance at work.

Analysis

After you completed the OCAT, your test score was calculated by totalling the number of correct responses that you provided to the various types of test questions. This total score therefore reflects your overall performance on the test.

On its own however, a test score does not provide a meaningful indication of your critical thinking and problem solving qualities. For this reason, your score was compared with a sample of people working in a similar industry.

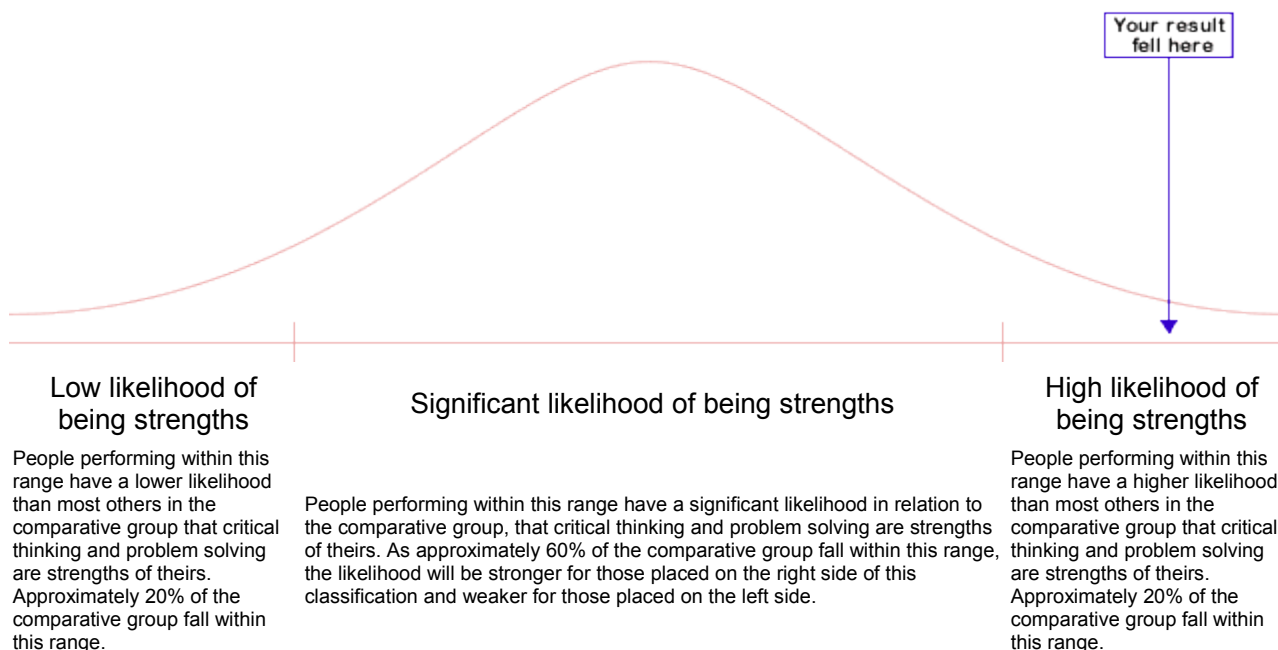
In comparing your test score to those obtained by the comparison group, the proportion of the comparison group that your score exceeded was determined. Your score was also given a classification to describe the range in which it fell. These classifications represent different parts of the "normal" curve that is produced when the scores of large groups of people are plotted. This curve is shown below.

Results and Interpretation

As Figure 1 shows, your score on the test exceeded 90% of the sample of people working in a similar industry. This result suggests that in relation to this group, there is a high likelihood that critical thinking and problem solving are strengths of yours.

People possessing these strengths do so because they are very capable of processing information effectively, encompassing its acquisition, evaluation, storage, and application. Accordingly, in addition to being able to successfully reason and solve problems, they are noted for their ability to develop a greater knowledge of the job and to do so more rapidly, to make effective decisions, and to respond appropriately to new or complex situations. From an employer's perspective, these are highly desirable employee behaviours.

Figure 1. Your Test Result Relative to the Comparison Group



Important Considerations

This report served to indicate, in relation to a comparison group, the extent to which critical thinking and problem solving are likely to be strengths of yours. Although inferences were made about these qualities from your test result, the OCAT did not attempt to assess other qualities that may be important for job performance. Therefore although critical thinking and problem solving are strengths of yours, this is in addition and not to the exclusion of other noteworthy qualities you may possess.

Other qualities important for job performance may best be understood using other selection methods such as a résumé review, interview, or reference check. Therefore where possible, the findings from the use of different selection methods are considered when judgements are made about the strengths you will draw upon to perform well at work.

Onetest Work Safety Assessment (Short Form)

The following report describes your results on the Onetest Work Safety Assessment - Short Form (OWSA-SF). You completed this test as part of your application for a position with Coles Group Limited. This assessment asked a number of questions regarding your beliefs and attitudes regarding various work-related safety issues.

Background Information

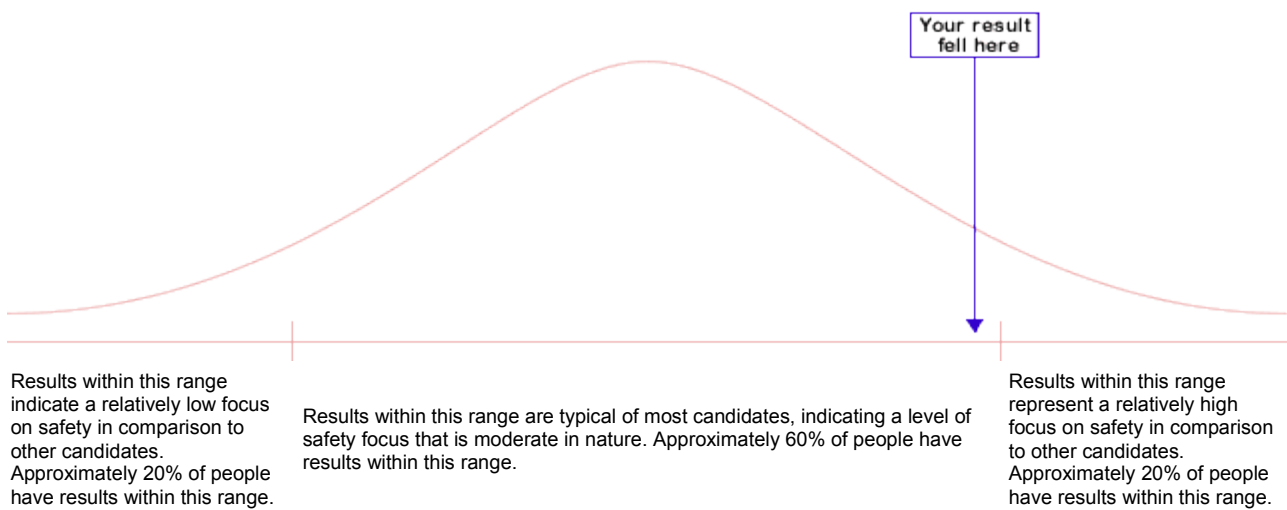
People vary in their attitudes and beliefs regarding safety. Some people naturally have a strong focus on safety, while others' focus on safety may not be as strong. By determining an individual's overall level of focus on safety, prospective employers can identify candidates who are most suited to the culture and environment within their organisation.

The OWSA-SF measures the extent to which your attitudes and beliefs indicate a focus on safety, when compared to the attitudes of others. The assessment includes a range of questions on topics relevant to safety such as accidents, risk and stress. By considering your responses to these questions, the OWSA-SF is able to reliably place your level of focus on safety on a scale that ranges from relatively low to relatively high.

Results and Interpretation

After you completed the OWSA, your responses were compared to those of a large group of job applicants who have also completed this measure. This comparison process allows us to place your results on a scale, indicating your level of focus on safety. Based on your responses, your result was placed in the range displayed below in Figure 2.

Figure 2. Your Results Relative to the Comparison Group



Important Considerations

This report served to indicate, in relation to a comparison group, your overall level of focus on safety. Although statements can be made about your focus on safety from your test result, the OWSA-SF did not attempt to assess other qualities important in determining your suitability for the position of PG1 - Service Assistant GM&A. These other qualities may best be understood using alternate selection methods such as a résumé review, interview, or reference check. Therefore where possible, the findings from the use of different selection methods are taken into account when considering your current application.

Notice To Report Recipient

Onetest's involvement in the recruitment process is limited to providing the prospective employer with information regarding the relevant attributes of candidates as measured by Onetest assessments. Therefore it is the prospective employer that makes the final selection decisions. As outlined in the "Important Considerations" section of this report, such information is considered, where possible, in conjunction with that obtained via other selection methods.