Verbal Ability Test

The Verbal Ability Test measures a candidate's ability to solve problems related to word analogies and verbal comprehension. The test items are based on problems of verbal nature such as grammar, spelling, reading comprehension, and vocabulary knowledge.
This test is useful for selecting candidates for jobs that require working on tasks of verbal and linguistic nature.

Detailed Test Report

For every candidate completing the Verbal Ability Test, you will be able to download or print a detailed test report. The first page of the test report grants a quick overview of the candidate's overall performance on the test. On the following page of the test report you may compare the candidate's results with norm groups of 9 different occupations. The results of the candidate are compared to a norm group in order to get the percentile population score. For example, If a candidate has a score of 70, he/she scored as well or better than 70 percent of the 3,000 people who were part of our 2014 test norming study.

Measures
Vocabulary broadness and usage. Correct use of spelling and grammar. Reading and comprehension ability. Ability to find the logical relationship between two given words.

Suitable occupations
Customer service representatives, public relations specialists, editors, front office staff, and other occupations with tasks of a verbal nature.
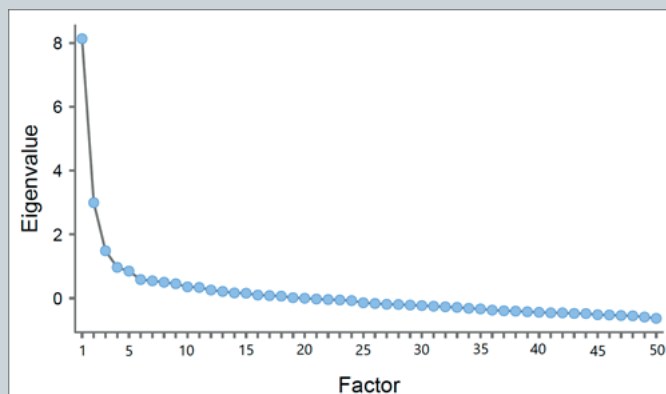
Items
50 questions

Time limit
40 minutes

Evidence of Validity

An exploratory factor analysis was conducted on a validation study dataset. Results are interpreted through a scree plot below, which indicates that the best factorial structure for the test is that of only one factor. This is consistent with the unidimensional nature of verbal reasoning tests. Therefore, the predictive validity of that construct can be generalized to test scores.

Evidence of Reliability

The Verbal Ability Test has an appropriate level of internal consistency reliability, indicated by the following coefficients:

Cronbach's α: **0.89**
McDonald's ω: **0.90**

Requirements

The test can be run on all mobile devices, PC, and Mac computers with an updated browser and a stable internet connection.
The test is accessed by the browser. You can run the test on-site, or the candidate can complete the test in the comfort of their own home.

Request a Sample

Please contact us by e-mail to request a full-length sample of the test.