



PEOPLE  
EXPERTS

by Psicólogos Empresariales

# VIPS- d

## Verbal Critical Reasoning

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## INTRODUCTION

Aptitude is a person's natural predisposition to perform a certain activity. Therefore, aptitude tests allow to detect a person's potential for a specific job or task.

VIPS Test allows to measure the ability to understand, retain, analyse and reason texts of different content, i.e., the potential that a person has to verbal jobs.

The result is compared to the scores obtained by a group of similar people who took the Test. This comparison allows to check where a person stands compared to other professionals who took this test under the same conditions.

Scales are used to perform the comparison - they are tables with data or results from a group of people which is large enough to include all different types of people (different with regard to what we are measuring here). The scale gives us the meaning of that individual score within the group.

This report presents the following information based on the results obtained after completing the Test:

- **Direct Score:**

This refers to the number of questions answered correctly.

- **Percentile Score:**

This indicates the percentage of subjects who obtained a lower score. For instance: a percentile of 35 is the score achieved by the lowest 35% of the subjects in the group.

- **Speed Index:**

Speed is a key measure of learning and aptitude. This index is obtained from the number of questions answered in a limited period of time.

- **Accuracy Index:**

This represents quality versus quantity (measured in terms of speed). This index is calculated as a function of the number of questions answered correctly in a limited period of time.

- **Coefficient of Performance:**

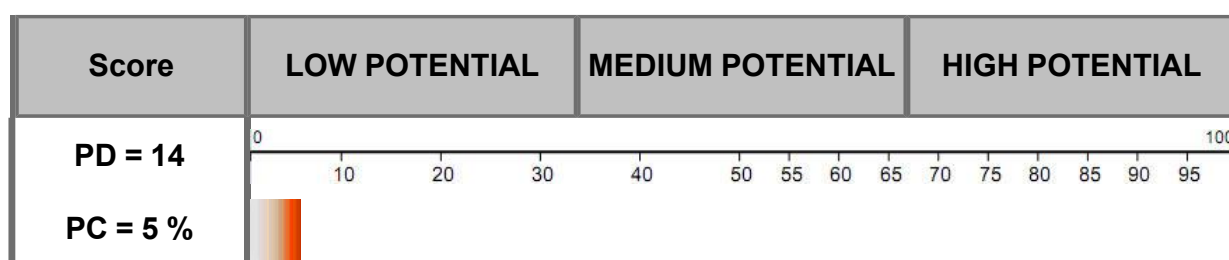
This represents the interaction between speed- accuracy or accuracy- speed, while emphasising one or the other depending on each subject's style or attitude.

- **Mental Processing Style:**

Based on the analysis of the speed and accuracy indices, a person's style or 'mental map' can be determined. Knowing your processing style helps to determine what kind of tasks or activities you will perform better at.

## VERBAL REASONING TEST PROFILE

<b>Total number of questions in the Test</b>	<b>39</b>
<b>Number of questions answered correctly (DS)</b>	<b>14</b>
<b>Percentile Score</b>	<b>5</b>
<b>Speed Index</b>	<b>1,00</b>
<b>Accuracy Index</b>	<b>0,36</b>
<b>Coefficient of Performance</b>	<b>0,36</b>



## MENTAL PROCESSING STYLE

- High speed level, low precision level.
- Tendency to rush into action. Possibly compulsive operating capacity. The candidate sacrifices precision and concentration in favour of operational dispersion with superficiality.
- He/ she has a purely divergent profile, presents a high reactivity to external stimuli and little control activity and mental preparation.
- If he/ she evolves towards a medium precision level, the candidate could be directed towards business or operational management activities or achieve a medium speed and precision level allowing him/ her to adapt to half- divergent, half- convergent tasks, or tasks requiring a medium speed- precision balance.
- Recommended for repetitive, uncomplicated, zero- risk tasks.



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