

An excellent instrument to measure a skill often deemed necessary for manager performance: numerical reasoning.

Rust Advanced Numerical Reasoning Assessment (RANRA) is a psychometric test of numerical reasoning. The test assesses the ability to recognise, understand and apply mathematical and statistical reasoning.

Numerical reasoning ability has relevance for employees who need to make decisions using financial statements, trends and statistics, sales data, performance metrics and other information.

RANRA is designed to assess higher level numerical skills involving deduction, interpretation and evaluation. It can be used to assess roles from junior manager to graduate through to senior executive.

RANRA may be used independently or together with **Watson-Glaser Critical Thinking Appraisal** to provide greater breadth of critical thinking assessment across verbal and numeric domains. They have been found to predict performance according to a variety of criteria in employment and training settings.

A study has shown significant incremental validity of numerical reasoning over and above critical thinking in the prediction of overall performance and potential. See www.TalentLens.co.uk for the paper entitled "Incremental Validity of Numerical Reasoning over Critical Thinking."

RANRA

RANRA measures a candidate's ability to identify the most important information from a set of data, compare complex quantitative information, and break down information into essential parts. The instrument contains two subtests:

- **Comparison of quantities**
- **Sufficiency of information**

Unlike many numerical reasoning tests, RANRA uses a format designed to assess higher level numerical skills involving: **deduction, interpretation and evaluation.**

Who is it for?

RANRA is suitable for use in a variety of organisational contexts, including **selection, development and career counselling** across the **private, public and not-for-profit sectors.**

Numerical reasoning ability is vital for employees who need to make decisions using financial statements, trends and statistics, sales data, performance metrics and other information. This covers a wide range of roles and disciplines across all industry sectors. Numerical reasoning is deemed as vital in banking and many finance roles

Tests are available in the following formats:

- **Online**
- **Paper & Pencil**
- **As secure tests through Pearson VUE's 150 UK Professional Test Centres**

Online versions are scored on the IT platform and a report is generated. A part of this can be given to the candidate as feedback. For an example of a report visit the relevant product section on www.TalentLens.co.uk.

NB There is no set-up fee or license required for online versions. For those using paper and pencil formats, the tests can be scored by hand or scoring can be carried out via our **Bureau Service.**

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Validity Studies

Across financial occupations, RANRA predicted analysis and problem solving ($r = .32$), judgment and decision making ($r = .36$), quantitative/professional knowledge and expertise ($r = .36$), total job performance ($r = .44$), and overall potential ($r = .31$).

Test Content, Completion and Timings

A **practice test** for the instrument is available to send out to candidates. This can be downloaded free of charge for Level A registered users (who are authorised to enter the resources area) on www.TalentLens.co.uk.

RANRA contains 32 questions. Before each of the two sub-test areas there is a practice question. The test (including the sample questions) lasts up to **30 minutes** and administration lasts approximately 5 mins.

A large range of normative data is available for the UK. This includes the general population as well as a number of specific roles at different levels within the private and public sectors. Data are available for those completing the individual tests and also for candidates completing both tests in succession. All norms are available via the resources area on the website.

NB In line with BPS ethics and guidelines, RANRA should only be purchased, and the scores interpreted by BPS Level A accredited individuals. Tests can be administered by a qualified test administrator or a trusted representative of the Level A accredited individual.

Example of RANRA

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Example 2

A bag contains 3 black balls, 2 red balls, and 1 green ball.

<p>A</p> <p>The probability of randomly picking a black ball.</p>	<p>B</p> <p>The probability of randomly picking a ball that is not black.</p>
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- The quantity under A is greater than the quantity under B.
- The quantity under B is greater than the quantity under A.
- The quantities under A and B are equal.
- The information given is insufficient to make the comparison.

For further information or for a sample report:

visit www.TalentLens.co.uk, call **020 7010 2866** or email info@TalentLens.co.uk