

NDIT™ Numerical Data Interpretation Test



Measure numerical reasoning because data is useless without the skills to analyze it.

Numerical reasoning is one of the most important skills in today's data-driven workplace. NDIT measures candidate ability to manipulate and interpret numerical information from dashboards and reports. The U.S. Department of Labor's O*NET database rates these skills as "important" for nearly 300 jobs ranging from sales managers to executives.

Numerical reasoning is more than math

Unlike the basic math cashiers use to give change, numerical reasoning involves the manipulation and interpretation of numerical data to draw logical conclusions and correct inferences from numerical data.

Real world math is not multiple choice

NDIT permits use of a calculator and includes free response items—just like the data encountered at work. The test was developed in consultation with HR professionals so items are business relevant and fair. A pilot study said the test is realistic (63%) and engaging (77%).

NDIT™ AT A GLANCE

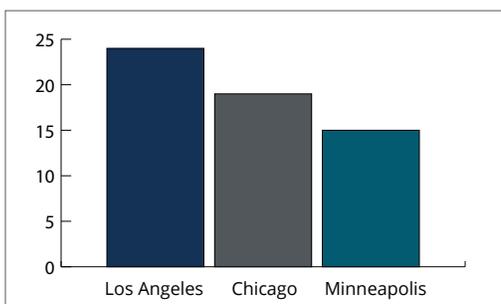
- Measures the ability to analyze and interpret numerical information at work
- Administered with a 30-minute time limit
- Suitable for proctored or unproctored testing
- Available in U.S., UK, Australian, and Indian English
- Available for online or paper-based administration
- Contains 21 items drawn from a bank of over 100 items
- Norms include working adults, professionals/individual contributors, and financial roles

How many units did the average customer in Minneapolis purchase? _____

Product sales by city

	Travel costs	Total units sold
Los Angeles	\$4,885	1,204
Chicago	\$3,331	1,080
Minneapolis	\$1,980	390

Customer meetings per city



“ The advent of the big data era means that analyzing large, messy, unstructured data is going to increasingly form part of everyone's work.

—Harvard Business Review

”

Sample free response item.

Employer Benefits

- Predict job performance and managerial potential
- Reduce cost-of-hire and time-to-hire by screening out candidates unlikely to succeed
- Emphasize the role of data in your company culture
- Proctored or unproctored testing for ease of administration



Hiring managers surveyed indicated that “NDIT adds value to the hiring process.”

Test results are presented in two ways

- A convenient online dashboard for quickly viewing results and efficient hiring decisions and an easy-to-interpret profile report. Then, no special certification or training is needed to view results because hiring the next data wizard shouldn't require being one.

NDIT™ Numerical Data Interpretation Test Results

Skills and Abilities Assessed

NDIT™ assesses numerical reasoning ability related to the interpretation and manipulation of the types of numerical data routinely encountered in the workplace. NDIT™ specifically measures the ability to

- correctly analyze and interpret numerical information presented in surveys, reports, charts, and graphs;
- draw logical conclusions and correct inferences from numerical data;
- calculate values using basic arithmetic operators;
- work with percentages; and
- identify when additional data is required to draw conclusions.

The abilities assessed are relevant in any role that involves working with and interpreting numerical data. Activities requiring this ability include budgeting; forecasting; and analyzing numerical data contained in charts, reports, tables, and graphs. Numerical reasoning ability is used frequently or used for important job tasks in many work settings, including executive, managerial, supervisory, professional, sales, administrative, and technical roles across most industry sectors.

Numerical reasoning ability differs from mathematical ability, which reflects the ability to learn, retain, and apply mathematical formulas. It is possible for an individual to obtain different score levels in a math test versus an assessment of numerical reasoning ability.

Norm Reference Group: Working Adults in the U.S.

Candidate Percentile: 53%

Interpretation of Results

Jane Sample's score is higher than or equal to 53 percent of the Working Adults in the U.S. norm group.

What does this mean?

This individual is likely to be moderately skilled in the ability to reason with and manipulate numerical data compared to other individuals from the Working Adults in the U.S. group. This individual is likely to adequately perform tasks that require the ability to

- draw appropriate inferences and conclusions from numerical data;
- calculate values using basic arithmetic operators;
- work with decimals and percentages;
- understand information presented in tables, charts, and graphs; and
- identify when additional data is required to draw particular assumptions.

Candidate score is benchmarked against a comparable norm reference group.

Additional Technical Information

Test Description

Maximum time allowed	Item format
30 minutes	Free response; Multiple choice

Test Items

Number correct*	Number attempted	Total number of test questions
11	17	21

Ability test results can be presented in a number of ways, depending on the test administrator's preference and the countries in which they are used. The following are three additional score types.

Alternative Score Formats

T-score	STANINE score	STEN score
51	5	6

Score Definitions

***Number correct (Raw score)** only indicates the total number of correct responses on a test. More sophisticated item-banked tests produce a theta score that takes into account the difficulty level of each item. It is, therefore, possible to have two people with the same raw scores, but different theta and percentile scores.

T-scores are standardized scores used to compare a test taker's results. A T-score has a mean of 50 and standard deviation of 10.

STANINE (Standard Nine) scores are standardized scores based on a 9-point scale, with a mean of 5 and standard deviation of 2.

STEN (Standard Ten) scores are standardized scores based on a 10-point scale, with a mean of 5.5 and a standard deviation of 2.

Note: The results of tests administered without supervision (unproctored) should be interpreted with caution unless there is certainty that the test was completed without assistance. Unproctored results may be verified through supervised re-testing of the final pool of applicants at the latter stages of an assessment process, or via information from other sources such as a structured interview or assessment center exercise, measuring the same abilities.

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Disclaimer: This report is intended solely for use by the test administrator. NDIT™ results should not be used as the sole basis for making an employment decision. It is recommended that this ability test is used in combination with other sources (e.g., personality assessment, behavior-based interview). NDIT™ is a relevant assessment only if the abilities it measures are pertinent to the job role or training for which an individual is being assessed. Please refer to relevant legal, ethical, and professional standards for guidance in the appropriate use of assessment results in your region. For more information on best practices for using test scores in selection decisions, please consult the NDIT™ Technical Manual.

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Additional technical information for interpreting results.

Ready to try it? Contact us for a free demonstration or visit TalentLens.com/NDIT to learn more.

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