

## UNDERSTANDING REVIEWNET RESULTS

ReviewNet results give you a detailed assessment of an individual’s technical knowledge and abilities. ReviewNet results can help you identify an ideal candidate from one that is simply just good. ReviewNet incorporates soft-skill screening, resume review and verification, and personal interviewing to help you make the best hiring decisions. ReviewNet results can be reviewed on three levels:

- Level 1: To determine overall performance and skills use RN Rating, Percentile, Overall Score and Time.
- Level 2: To evaluate skills in subject matter areas use Strengths and Weaknesses and Topic Scores.
- Level 3: To assess communication skills and for verification of a test-taker use Question Performance.

In general, the following measures can be used as a guide to identify strong candidates:

- Candidate’s RN Rating is Proficient or higher
- Candidate’s overall Percentile is greater than 70% or
- Overall Score is greater than 80%
- Many Strengths and Competencies are identified in the Topic Strengths section
- Time to Complete assessment is close to Average Time to Complete

### LEVEL 1 METRICS- Determining overall performance and skills

#### **RN Rating**

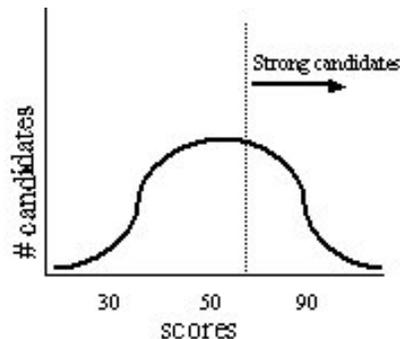
The RN Rating is typically the first place you will look to determine a candidate’s skill level. The RN Rating identifies the candidate’s level of performance on a test session. The RN Rating factors in question performance including deducts for questions answered incorrectly and weightings for question difficulty. The RN Rating is computed by average question performance so the number of questions in an assessment does not affect the rating. The RN Rating is displayed for the candidate’s overall performance on the assessment and on each of the topics in the assessment in the “Topic Strengths” section of the results. Individuals who achieve a level of proficient or higher generally possess a strong working knowledge in the Topic.

| RN Rating  | Meaning   |
|------------|---|
| Guru       | Expert level knowledge and experience in topic                                  |
| Advanced   | Able to independently apply knowledge and experience in topic                   |
| Proficient | Able to handle most assignments involving this topic                            |
| Basic      | Able to handle basic assignments in topic                                       |
| Limited    | Limited exposure to topic area, would need help with basic assignments in topic |
| None       | No experience in topic  |

## Percentile Scores

Percentile scores are an important measure to consider when evaluating a candidate. The percentile score shows how the candidate compares to all other candidates that have taken the assessment. ReviewNet percentiles give companies a clear and true comparison of candidates as they relate to the market for IT professionals.

- ReviewNet assessments are only made available to employers, who use them to evaluate candidates for hire or promotion for technical positions.
- Percentile scores are based on the pool of candidates who are already considered to be technically qualified.
- Therefore a score in the 70<sup>th</sup> percentile is a strong candidate since they performed better than 70% of the experienced population



The higher the quality of the test-taker pool, the lower the percentile score for good quality candidates. This may sound like a paradox, but since RN results are limited to only those candidates that employers are willing to pay for testing, the candidate pool doesn't include trainees, and generally under-qualified candidates. A percentile score of 50%, because of the quality of the RN candidate pool, reflects the average for candidates in the market currently.

**Supporting example:** Let's assume you gave a high school math test to two groups of students. One group included 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> graders; the second group only included 12<sup>th</sup> graders ready for college. The median percentile for the first group would likely be in between the 10<sup>th</sup> and 11<sup>th</sup> grade level, while the median score for the latter would be the average for the 12<sup>th</sup> grade college bound students.

## Overall Scores

ReviewNet tests are difficult by design to help you separate the ideal candidates from the ones that are simply just good. ReviewNet does not test book knowledge but rather an individual's ability to handle problems in real-world scenarios. Don't expect candidates to get a perfect score. Remember that a 70% is often a good candidate. A difficult test is good for many reasons:

- You can be more certain that a candidate who performed well on a difficult test knows the subject matter.
- Knowledge is more likely to come from experience than book knowledge when a test is more difficult.
- It helps you to hire the candidates that are clearly the best

**Supporting example:** Why is a 70% a good score? An Adjusted score of 70% = competence because our Tests designed to be hard. For example, if you give a test of 6<sup>th</sup> grade math to a group of 9<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> graders, you'll likely get a number of good performances, but no way to differentiate between the real knowledge differences between them. However, if you give a test that includes problems on first year college math test to the same group, you will get a wide dispersion of test results, allowing you to pick the highest performers based on test scores. We designed RN tests to give you a dispersion of results to allow differences to be visible

