

# WPT-Q

## Wonderlic Personnel Test Quick

Wonderlic Personnel Test - Quick is a screening test that will give you a quick and reliable assessment of a candidate's problem-solving ability. The test can be done remotely from any location, all you need is a computer with internet access and eight minutes of a candidate's time. An individual's problem-solving ability is the single best predictor of success in the workplace. Other measures such as grades, education or special skills are not sufficiently accurate in terms of predicting an individual's capacity to learn and apply knowledge.

### What does WPT-Q measure?

WPT-Q is a shortened and quick version of the renowned Wonderlic Personnel Test (WPT) which has been used as a selection tool since 1937. The test measures general intelligence or cognitive ability and provides a reliable assessment of an individual's ability to be successful in a future role. The report is delivered directly to you through the portal Wonderlic Online.

### How is WPT-Q used?

WPT-Q helps you to preliminary match candidates to jobs where they can work effectively and feel intellectually satisfied. The test is suitable for volume recruitment and will help you sort among candidates already in the selection process, ensuring that you do not spend valuable time on individuals who later turns out to be insufficiently qualified for the role. Since the test is done remotely without the ability to monitor the actual test situation, the result is reported as either green (the candidate continues in the process), yellow (the candidate can proceed on the basis of performance on other selection methods) or red (the candidate does not proceed in the process). These range is customized in dialogue with Kandidata, based on the requirements that are specific for the current role.



Ready. Test. Go.™

# Wonderlic.

### Type of test

- Cognitive ability test, screening test.
- Administration: Online
- Number of questions: 30
- Time required: 8 minutes
- Monitored? No

### Languages

WPT-Q is available in the following languages:

- Swedish
- English
- French
- Spanish
- A Metric unit form of the WPT is also available online

### Underlying theory

Based on more than 80 years of documented research. Meta studies show a high predictive value with regard to job success for cognitive ability tests.

### Country of origin and year

- USA, 2005.
- Sweden, 2014.

### Norming

The normal working population. During the more than 75 years in which WPT has been used, very large norm groups (almost 118,000 people) have been built up. The norm groups are categorized according to gender, age, education, type of job and work duties.

### Reliability

0,81.

### Correlation with the WPT-R

0,81-0,96.

### Required training:

- A half-day's training for independent use
- Qualification requirement
- Otherwise to be used in collaboration with Kandidata's consultants.

### Other information

Extensive scientific documentation exists in the form of research reports. WPT-Q is also reviewed by the Buros Center for Testing, perhaps the most respected audit institution in the world. Contact Kandidata if you wish to receive audit protocols.

Kandidata follows international ethical and psychometric guidelines for testing and test usage. Kandidata follows the guidelines developed by the Swedish foundation for applied psychology (STP). Kandidata is an active member of the International Test Commission, which is "committed to promoting effective testing and assessment policies and to the proper development, evaluation and uses of educational and psychological instruments."

