

WPT - R

Wonderlic Personnel Test Revised

Extensive research has shown that cognitive ability tests increase the likelihood of getting the right person for the right job. This holds true for all job categories in all selection

situations. WPT-R provides a quick, concise measurement of general cognitive ability and problem-solving ability. The result gives a good idea of how easy a person can absorb new information and solve problems, as well as how intellectually challenging he or she may find a new job. By

using WPT you can shorten the training time for new employees and increase your chances of putting the right person in the right job. Kandidata has the exclusive Nordic rights to WPT.

What does WPT-R measure?

The test measures the general problem-solving ability and provides information about the individual's ability to:

- Learn a specific job
- Solve problems quickly and correctly
- Understand instructions
- Apply knowledge to new situations
- Benefit from specific job training
- Thrive in a specific role
- Manage stress

How is WPT-R used?

- Recruitment
- Selection/Promotion

How is WPT constructed?

WPT-R is the sequel to the classic WPT test and is based on the latest research and technology of work psychological

testing. The test includes verbal, numerical, spatial and analytical ability, summarized in a so-called G-factor, which measures general intelligence. The test consists of 50 tasks to be solved in a limited period of time. The results are compared to the relevant norm group in our database.

How are the results presented?

The results are presented in a customized format based on the customer's wishes.



Type of test

- Cognitive ability test. Measures general intelligence, known as the G factor.
- Time required: 12 minutes. Also available in a version without time restrictions.

Languages

WPT-R is available in the following languages:

- Swedish
- English
- French
- Several dialects of 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 in general and WPT-R in particular.

Country of origin and year

- USA, 1940s.
- Sweden, 1997.

Norming

The normal working population. During the more than 75 years in which WPT has been used, very large norm groups (almost 700,000 people) have been built up. The norm groups are categorized according to gender, age, education, type of job and work duties. Kandidata has built up its own database of more than 4,500 individuals as the basis for the Swedish norming process.

Validity

Mean validity 0.63.

Reliability

0.73–0.95.

Required training

- A half-day's training for independent use
- Qualification requirement
- Other usage will be done in collaboration with the consultants at Kandidata.

Other information

Extensive scientific documentation exists in the form of research reports. WPT-R 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."

