

# WPT-Q

## Wonderlic Personnel Test Quick

Wonderlic Personnel Test - Quick is a screening test that estimates a candidate's problem-solving ability in a fast and reliable manner. The assessment can be completed 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 and 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 faster and shortened 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 estimate of an individual's ability to be succeed in at the workplace and in a specific job position. The report is delivered directly to you via 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 to sort among applicants in the selection process, ensuring that you do not spend valuable time on individuals who are not qualified for the role. Since the test is non-proctored and completed remotely, the results are reported as either green (the candidate continues in the process), yellow (the candidate may proceed based on their performance with regards to other selection methods) or red (the candidate does not proceed in the process). These ranges are customized in dialogue with Kandidata and based on the requirements of the specific job position.



### Type of test

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

### Languages

WPT-Q is available in the following languages:

- Swedish
- English
- French
- Spanish
- Portuguese

### Underlying theory

Based on more than 80 years of documented research. Meta-analyses have shown that cognitive ability tests are very strong predictors of workplace success.

### Country of origin and year

- USA, 2005.
- Sweden, 2014.

### Norming

The normal working population. Very large norm groups have accumulated over the last 80 years of test use (almost 118,000 people). 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. Please contact Kandidata if you wish to receive audit protocols.

Kandidata follows international ethical and psychometric guidelines for testing and test usage. Kandidata adheres to the guidelines set by the Swedish foundation for Applied Psychology (STP) and Det Norske Veritas DNV-GL. Kandidata is an active member of the International Test Commission, that is "committed to promoting effective testing and assessment policies and to the proper development, evaluation and use of educational and psychological instruments."

