

# ABLE SERIES®

## APTITUDE FOR BUSINESS LEARNING EXERCISES®

### Accurately predict an individual's potential

The ABLE Series® offers ten different structured learning exercises suitable for a range of job roles. These paper-based assessments aim to measure not just a person's current aptitudes, but their ability to adapt and learn.

A candidate may already have a thorough understanding of their past performance and current levels of ability. But how might they perform over the coming months and years? This is where ABLE exercises prove invaluable, particularly in the context of recruitment and selection. They predict future performance by simulating complex work settings, engaging the candidate in realistic situations.

With tasks and questions building on the ones that went before, each assessment gets more challenging as the simulation progresses. This means that the ABLE series also assesses the candidate's ability to learn, a key aspect of most real-world jobs.

By setting each assessment in a particular context, the ABLE exercises are also extremely fair, demonstrating much less bias than more traditional, abstract tests. The ABLE assessments complement a traditional selection process perfectly, and can be used in conjunction with interviews and personality assessments such as the 16PF® or CPI 260® instruments.

Studies suggest that structured learning exercises such as the ABLE tests can be up to 50% more effective than traditional ability tests. Research underlines that positive results on the ABLE tests translate into excellent performance in the workplace.

“ We use the ABLE Critical Information Analysis as an alternative to the more traditional critical reasoning aptitude tests. This gives us an opportunity to assess how quickly candidates translate what they have learned into practice. We believe this approach to aptitude testing is more reflective of the challenges people actually face on a day to day basis at work. ”

Philip Horn, Management Development Manager, Asda

### Benefits

- Gain a fair and objective assessment of aptitude
- Test a range of job-relevant abilities and skills
- See how people perform in a workplace simulation that mirrors the real thing

### Key features

- Looks at how people might adapt to increasingly complex work environments
- Includes ten different tests applicable to a wide range of roles, including managerial, graduate, technical, specialist and customer services
- Tests a candidate's ability to learn
- Requires candidates to combine different skills, rather than testing them separately
- Includes a large range of specific norm tables, enabling the most relevant comparison group to be used

### Applications

- Recruitment and selection
- Personal and career development
- Changes of professional direction



### Buy online

Datasheets on the ten ABLE structured learning exercises are available at [www.opp.com/able](http://www.opp.com/able).

OPP's online shop provides access to all the materials needed to administer ABLE Series tests.

Visit [www.opp.com/shop](http://www.opp.com/shop)

### ABLE selection table

This table enables you to select the business learning exercise most relevant to you. Further details of the ten learning exercises can be found at [www.opp.com/able](http://www.opp.com/able)

	Business Decision Analysis	Critical Business Planning	Critical Information Analysis	Commercial Reasoning	Legal Interpretation	Financial Appraisal	Fault Identification	Performance Programming	Vetting Applications	Helpline
Middle/senior managers and professionals	✓	✓	✓	✓	✓	✓				
Supervisors and new managers	✓	✓	✓	✓		✓			✓	
Graduates	✓	✓	✓	✓		✓			✓	
Clerical, admin and secretarial staff									✓	✓
Sales staff	✓	✓	✓	✓					✓	
Specialists, eg IT, legal, finance, HR	✓	✓	✓		✓	✓	✓	✓		
Manufacturing/production staff							✓			
Call centre/customer service staff									✓	✓

“ ABLE exercises provide a more realistic measure of likely job performance. ”

Yvette Bloxham, Graduate Recruitment Manager, British Airways

### ABLE norm tables for a wide range of jobs

When using any psychometric test, the use of local norms (comparison groups) can be useful. This is the case for the ABLE Series, where tests are specifically targeted on skills, not on educational levels or age groups. To assist in the process OPP offers ABLE norm tables for each exercise, based on specific occupational samples. These can be downloaded from [www.opp.com/resources](http://www.opp.com/resources). We also have a databank of norms not yet published, or we can help you to compile your own norms.

### Ability test training

Access to the ABLE Series is restricted to those holding the BPS Test User: Occupational, Ability qualification (formerly Level A). OPP offers the relevant BPS-approved training for this accreditation if you do not already hold it.

**3 days** > **BPS Test User: Occupational, Ability**  
Some pre- and post-attendance work required

[www.opp.com/able](http://www.opp.com/able) | +44 845 603 9958 | [enquiry@opp.com](mailto:enquiry@opp.com)