The SHL assessment is a multiple-choice psychometric test focused on helping employers asses a particular set of skills for prospective job applicants. If you've been invited to take an SHL test by an prospective employers your assessment may include the following: SHL cognitive assessments SHL General Ability Test (Verify G+) SHL Numerical Reasoning Test SHL Inductive Reasoning Test SHL Deductive Reasoning Test SHL Verbal Reasoning Test SHL Mechanical Comprehension Test SHL Checking Test SHL Verify Calculation Test SHL behavioural assessments Realistic Job Previews Situational judgement test Universal competency framework SHL personality assessments SHL MQ Motivational Questionnaire SHL OPQ Personality Questionnaire SHL RemoteWorkQ (RWQ) SHL skills assessments and job simulations Coding simulations Language skills Technical skills Job specific simulations The type of test you will face will typically be related to the job you've applied for and the skills needed to be successful in that role. Each assessment ranges in difficulty and will identify your strengths and weaknesses in a variety of areas. SHL devises its psychometric tests with occupational psychologists using scientific methodology, based on the aggregation of assessment and workplace data provided by employers. This allows them to target characteristics correlated with high work performance. Which employers use SHL tests? Over 75% of FTSE 100 companies and almost half of Fortune 500 organisations use SHL in their hiring process. So its highly likely you'll encounter this assessment if you're applying for a top employer. SHL publishes its tests in over 30 languages and is perhaps the most recognised assessment publisher globally. SHL assessments aid employers in identifying candidates with high potential, across a variety of industries and experience levels.Because of its ability to offer valuable insights into a candidate's personality and their skills – companies will use this data to provide a more effective way of shortlisting potential employees. The different types of SHL aptitude tests and how they work You'll often be notified via email by your prospective employer that you are required to sit the SHL aptitude exam online. Typically you'll have up to 10 days to complete it. The link will take you to an online platform where you can sit the SHL exam. You'll be able to take a few practice test questions to help you familiarise yourself with the interface and format. You should ensure you're taking the test in a comfortable working environment, with minimum distractions. It's also important to note that the test is timed. Each test evaluates different skills and the question styles are different - we've outlined what to expect on each test below.To help you prepare. SHL general ability tests The SHL general ability assessment combine numerical, inductive and deductive test questions. These style of questions assess your ability to problem-solve using numerical data as well as make logical reasoning decisions. The exam comes in two different versions: SHL Verify Interactive (G+): 36 minutes with 24 questions SHL General Ability Non-Interactive: 36 minutes with 30 questions The two main differences is that the SHL Verify Interactive exam is interactive (with drag and drop features on questions) and the questions become harder when you answer correctly and easier when you answer incorrectly (known as adaptive questioning). SHL numerical reasoning tests SHL numerical reasoning tests require a candidate to solve realistic numerical problems, aligned to the company's role specifications. To pass a numerical reasoning test, you must be able to understand and work with graphical, statistical, and financial data. Example numerical question: What was the average absolute percentage change in the value of the USD vs the CHF from 2020 to 2022 and 2024 to 2025? A) 13% B) 15% C) 21% D) 16% E) 27% Solution: Calculate the % change in the value of the USD between the two periods: (1.60 - 1.32) = 1.32 = - 21.21% (1.54 - 1.61) = 1.61 = + 4.35% Average % change = (21.21 + 4.35) ÷ 2 = 12.78%, so the answer is A). SHL inductive reasoning tests Inductive reasoning questions require you to identify similarities and underlying patterns between shapes and figures. For example, you may be presented with a series of shapes and you will have to choose which image will come next, based on reasonable probability. Example inductive question: Complete the sequence: Solution: The outer circle is turning in an anti-clockwise direction and the inner circle is rotating 90 degrees in a clockwise direction. So B) is correct. SHL deductive reasoning tests Deductive reasoning questions require you to complete scenarios based on incomplete information. These tests assess both your ability to choose the right answer and how quickly you do it. Example deductive Question: Who can you infer is most likely to have taken the chocolate cake? A) Maggie B) Susan C) Mark Solution: Given what we have learned, it is reasonable to assume that Mark is the culprit. The facts about Maggie and Susan might help in forming a deductive argument, however, in this context they are inconsequential. Mark's pattern of behaviour suggests he is guilty. So C) is correct. SHL verbal reasoning tests SHL verbal reasoning tests assess your ability to comprehend passages of text using logical deduction skills. They typically provide a candidate with written information to digest and draw conclusions from. You will have to choose an option between 'true', 'false', or 'cannot say', based on the text. Example verbal question: Statement: 'Don't just buy art for the sake of it' is the message given by most antique experts. A) True B) False C) Cannot Tell Solution: True - this is the "overriding advice" of "most" experts. So A) is correct. SHL mechanical reasoning tests You will most likely encounter mechanical reasoning tests when applying for specialised skilled jobs that require an understanding of mechanical concepts. These SHL style questions evaluate an individual's mechanical and electronic knowledge through a series of multiple-choice answers. Be prepared to brush up on revision topics such as levers, pulleys, tools, gears, electric circuits, and more. Example mechanical question: What force needs to be applied to the lever to lift the weight? A) 18.8kg B) 19.0kg C) 19.2kg D) 19.4kg Solution: The formula to calculate the force required to lift a weight using a lever is: w x d1 = f x d2 w = weight d1 = distance from fulcrum to weight f = force needed to lift the weight d2 = distance from the fulcrum to the point where force is applied If we plug what we can see from the diagram into the formula we are left with the following equation: 12 x 24 = 7 x 15 288 = 7 x 15 288 / 15 = 19.2 So C) is correct. SHL reading comprehension tests Similar to verbal reasoning tests, reading comprehension tests take notice of the time it takes a candidate to read and understand a text. The test will present you with a written paragraph related to the job role you're applying for and will ask you multiple-choice questions to determine your level of comprehension skills. Example reading comprehension question: Statement: To try and get your customer to like you more, you are advised to: A) Ask them about their family B) Spend as long as you can dealing with their issue C) Achieve as many of your own goals as you can D) Find something you might have in common with them Solution: Whilst answers A) to C) all seem fairly sensible, only answer D) is provided as an instruction in the final paragraph...'It can be useful to find some common ground with your customers. Having this level of interaction can help to humanize the relationship and will endear you to the customer.' Being endeared to the customer means they will like you more and finding something you have in common with them is the same as finding something you have in common with them. SHL Verify Calculation Test Calculation tests feature mathematical questions assessing your ability to sum, subtract, divide and multiply numbers quickly and correctly. The main difficulty is doing it promptly — learning a few tricks to solve mathematical problems faster is key to solving these tests. Example calculation question: Which Agent had the highest First Call Resolution? A) Agent A B) Agent B C) Agent C) D) Agent D Solution: This question simply requires you to look across the four Agents' First Call Resolution figures and to select the highest, which is D). SHL OPQ Personality Questionnaire The SHL OPQ is a personality questionnaire that aims to identify your working preferences and compares them directly to your employers requirements. Candidates are provided with some simple questions about work ethic, preferred working environments and behaviours. The answers to these questions provide your prospective employer with a personality profile that shows candidate fit, potential, and developmental gaps. Although there are no right or wrong answers - you should try to answer these questions strategically by understanding the companies culture and core values. SHL MQ Motivational Questionnaire The SHL MQM5 is a motivational questionnaire that helps employers identify key drives and motivations that can help determine cultural fit and job suitability. The motivational questionnaire measures 18 motivational traits, and provides a comprehensive understanding of those situations which increase and reduce your motivation, aligned to the company's role specifications. SHL RemoteWorkQ (RWQ) The SHL remote work assessment is a 10 minute questionnaire that helps employers assess your ability to work remotely - assessing skills like your work habits and self-motivation. SHL situational judgement test When dealing with different workplace scenarios is your future new role, you're likely to encounter difficult situations you'll need to resolve. SHL situational judgement questions assess your ability to respond to scenarios related to your profession that are in-line with your employers core values Questions require you to rank your "most likely" and "least likely" response. SHL skills assessments and job simulations For certain roles, employers may include specific skill-based or job simulation assessments to make even more accurate hiring decisions. The following tests describe what roles may include these additional exams and what to expect. SHL Language Skills For SHL language exams you will assessed on your pronunciation, fluency, active listening, grammar, vocabulary, and comprehension through an Interactive Voice Response System (IVR). SHL support global accents and languages like English, French, and Spanish. SHL Technical Skills For technical roles which involve specialist knowledge in areas like Cloud Engineering, Data Engineering, DevOps, Data Science and Machine Learning you are likely to be given a technical skills assessment. It is advised you read the job specification and focus on key areas that you might be tested on. SHL Job Simulations Coding, business skills and contact centre simulations are a few of the many job simulation assessments you might be given to examine your level of skills. SHL Personnel Test Battery Personnel Test Battery (or PTB) is a specific set of aptitude tests used by companies hiring administrative or clerical staff. They're adaptable to the employer's specific needs, which makes them ideal to assess both a candidate's ability to take on the role and what their talents are best suited for. PTB includes verbal reasoning tests, numerical reasoning tests and clerical checking tests. While the first two are typical of psychometric tests, clerical tests aim to assess a candidate's ability to understand and process numbers and correspondence, as well as proofreading, data checking, and handling multiple sources of information and filing. SHL graduate and managerial tests SHL graduate and managerial exams are used to assess candidates applying for jobs at managerial and graduate levels. Although they comprise the same types of SHL tests we've previously covered, they use business-related verbal and numerical tasks and come in two formats: Verify tests , which are completed online and typically sent via email by the employer. They are unsupervised but usually followed up with a shorter, supervised version at an assessment centre. They often include a numerical and verbal reasoning test, with the addition of an inductive, deductive, and spatial reasoning test. Management and Graduate Item Bank tests , which are supervised and taken at an assessment centre. SHL Managerial and Graduate Tests use two particular test types most often: Verbal Critical Reasoning Tests. Similar to verbal reasoning tests, you will be given a written paragraph to thoroughly read and understand. Your job is to evaluate the logic of an argument present in the text, answering true, false, or cannot say questions. Numerical Critical Reasoning Tests. Presented with tables and graphs, you will be asked to work with relevant data by choosing the correct answer to a multiple-choice question. To pass numerical critical reasoning tests, you must be able to understand numerical data and make decisions based on it. SHL is a dominant provider of verbal reasoning tests, usually at graduate level or above. SHL verbal reasoning tests typically are one part of a large series of tests implemented by the recruiter to measure candidates' skills and suitability for a specific position. This article will cover everything related to these tests and offer free mock tests for practice to pass SHL verbal reasoning tests without any hassle. Learn more: The Ultimate Guide to Verbal Reasoning Tests What is the SHL verbal reasoning test? SHL verbal reasoning test is a graduate-level and above assessment that evaluates your ability to interpret written information and assess arguments about it. The written information is presented in a 100-250 word passage, and your task is to: Determine whether a series of statements are True, False, or Cannot Say (Verbal reasoning format) Source: SHL Answer multiple-choice questions (Reading comprehension format) Source: SHL In the SHL verbal reasoning test, it's essential for candidates to base their answers on the given text only. They must not apply any information or knowledge outside the text to handle the questions. What job roles do employers use verbal reasoning tests for? Verbal reasoning skills are really important when it comes to any role that involves comprehending and analyzing written information to make decisions. Hence, you're likely to find a verbal reasoning test in job applications across various sectors like law, retail, marketing, finance, consulting, engineering, and the public sector. Where do SHL verbal reasoning tests take place? SHL verbal reasoning tests are typically taken on a computer. These tests can be taken place online or offline, depending on the requirements of employers. Online versions can be taken supervised at the employer's office, or they will be unsupervised where the applicants can choose where and when they take the test. What does the SHL Verify system mean? SHL designs all the tests (including verbal reasoning tests) on the SHL Verify system, which helps increase test security significantly. SHL Verify verbal reasoning tests randomly take questions from a huge bank of verbal questions of equivalent difficulty. This method mitigates the chance of piracy and the risks of candidates cheating. Moreover, SHL also boosts test security by leveraging independent test security specialists to consider test response patterns and other indicators. The Verify system gives a follow-up test to applicants who did a verbal reasoning test unsupervised. Recruiters can confirm whether the candidate arriving at their office is the same person who performed the online test. How hard is the SHL verbal reasoning test? In general, SHL verbal reasoning tests are quite challenging to many test takers because of the following three factors: Strict time constraints Scanning skills required High-level vocabulary SHL verbal reasoning tests are strictly timed SHL verbal reasoning tests are presented in 2 different formats with strict time constraints: Format of SHL Verbal Reasoning Test Type of Question Number of Questions Time Limit Time Per Question Number of Passage Reading comprehension Multiple-choice questions 18 questions 10 minutes 33 seconds 18 different passages (A passage contains 1 question) Verbal reasoning(Make inferences) True/ False/ Cannot Say 30 questions 19 minutes 38 seconds 15 different passages (A passage contains 2 questions) Candidates will have about 33 seconds to complete a reading comprehension question and 38 seconds for a verbal reasoning question on average. If test takers don't manage time properly, they might not have enough time to finish all the questions. One important note is that candidates cannot come back to the previous questions - once they pass through one question, they no longer change their answer. SHL verbal reasoning tests require excellent scanning skills In the reading comprehension format, you only have 10 minutes for 18 questions (18 different passages). Candidates need to scan for information in the given text to answer the questions. With about 33 seconds per question on average, they have to scan the passage quickly to find the necessary information. Below's an example of a reading comprehension question in the SHL verbal reasoning test: Source: SHL Answer: Though the panels of citizens Explanation: The keywords of the questions are "make suggestions" and "citizens". Then you need to scan the passage to locate "make suggestions" and "citizens" or words/phrases that have the same meaning as them. And the last sentence says, "They then make recommendations for improving customer service and refer taxpayers to the appropriate tax office for assistance." "Make suggestions" = "Make recommendation" Now you need to find who "they" are. "Panels of citizens were brought together in 1997 in an attempt to reinvent the tax agency. Each panel is composed of volunteers and a local taxpayer advocate. Members are chosen from a diverse cross-section of the population. They serve either a two or three-year term. The groups hold public meetings and monitor how effectively the tax agency provides customer service and handles complaints. They gather citizen input and identify and evaluate problems. They then make recommendations for improving customer service and refer taxpayers to the appropriate tax office for assistance." Source: SHL All the highlighted words point to the same subject "panel of citizens". Therefore, panels of citizens are the ones that make suggestions to the tax agency. At the same time, the citizen provides input for the panels of citizens to do so (based on the 6th sentence of the passage). In conclusion, the answer would be "Through the panel of citizens". SHL verbal reasoning tests use C1-level vocabulary SHL's strict time limit and scanning requirements are the high-level vocabulary does take candidates' every effort to pass them. The majority of SHL verbal reasoning tests use C1-level vocabulary – the passages are not easily understandable and contain advanced-level words. Besides, as mentioned earlier, you should expect a lot of paraphrases in the verbal reasoning test. A report from a prestigious university has urged the world's richest countries to consider the precarious position of bird species from around the world. The study suggests that acting now could ensure the survival of 400 to 900 species of land birds that are at risk because of the action of humans. The report pays particular attention to the dangers faced by those species which are highly specialized and may not be able to adapt to changes in their environment. Richer countries currently have little awareness of the dangers faced by bird species around the world and tend to concentrate on the preservation of local species instead. Source: SHL What is a good score on SHL verbal reasoning tests? A good score does not exist. A "safe" percentile rank to pass SHL verbal reasoning tests should be at least 75 – your score is higher than 75% of other candidates in the same test. Your passing SHL verbal reasoning tests will depend on two factors: The number of people taking the test with you The number of people that the employers decide to hire The scores of SHL verbal reasoning tests are comparative - they are compared to a group of people who took the same test. These comparative scores are converted into a percentile result, which shows where you rank compared to the group. Here's what an SHL feedback report will look like. The report breaks down your score into percentiles and grades and presents its meaning. Source: SHL has no penalty for incorrect answers. ONLY counts correct answers. Make an educated guess if you are not sure about an answer. How to pass SHL verbal reasoning tests? The most effective way to increase your possibility of passing SHL verbal reasoning tests is to practice in advance. Practicing makes you become familiar with digesting and interpreting the advanced-level texts on the tests under severe time constraints. Besides, you'll get used to the concept of basing only on what's provided in the passage while neglecting your own knowledge (even if the facts in the text are wrong). That makes sure you won't be overwhelmed and know how to manage time properly to survive the real tests. Our verbal reasoning mock tests provide a wide range of questions with a difficulty level from medium to hard, including the following criteria: The length of the text Time per question Language level As you can see, our mock tests are the difficult solution to help you pass SHL verbal reasoning tests smoothly. SHL tests are strictly timed => Our verbal reasoning tests allow 30-60 seconds for each question, depending on the difficulty level, from medium to hard. SHL tests cover C1-level language => Our verbal reasoning tests use language level from B1 to C2. These questions require great scanning skills => Our requirement to scan for 1-6 details varies based on the difficulty level, from medium to hard. SHL tests cover C1-level language => Our vocabulary level varies based on the difficulty level, from medium to hard. Candidates need to pay GRADUALLY get used to different types of questions, improve scanning skills, and enrich your vocabulary. Moreover, our mock tests come with detailed explanations for each answer, helping you deeply understand the approach to the right answers. SHL is a popular assessment company whose tests are used in thousands of different hiring and selection processes. Their popularity means that you are bound to run into one of their assessments at one point or another; most likely, their verbal reasoning test is a staple in the hiring process. SHL's verbal reasoning test is administered to candidates online after a revision of their application. Candidates will be asked to complete the test within a specified number of days. The SHL verbal reasoning exam is designed to assess people at all levels of experience from graduates to executives. There is a total of thirty questions which must be finished in nineteen minutes. Structured around fifty to hundred-word passages, candidates must read the information then evaluate the statement that follows. From there, the test-taker must choose how the statement relates to the paragraph from the following answer choices: "True", "False", and "Cannot Say". There may be one or more statements paired with each passage. The passages will discuss novel material that works to emphasize the candidate's learning approach and comprehension skills. Some passages may use workplace context, but others will be completely random. Paying close attention to the material in the paragraph is the key to doing well during the verbal reasoning assessment. The answers are all mentioned in the passages, and it's the candidate's job to identify them. Another important attribute to keep in mind while taking the assessment is not to make assumptions. Inferring information or using prior knowledge will have a poor effect on the test results because the focus of the assessment revolves around the information right in front of you. How Is the SHL Verbal Reasoning Test Scored? SHL's verbal reasoning test comes in a compiled score report that is sent to the administrator of the assessment after the candidate has finished. The score report focuses on what's called the percentile score. A percentile score is one's raw score compared against a norm group. Norm groups are collections of scores from thousands of other likeminded individuals. The percentile score helps the company see where you stand in comparison to the average person at your level as well as the other candidates that have applied for the same position. Because of this process, your raw score will be twenty-five out of thirty correct, but the average of twenty-seven out thirty, your raw good score loses a little bit of its value. It's important to note that candidates usually won't see their own raw or percentile scores. Whether or not they receive a feedback report is at the discretion of the administrator of the test. A feedback report or not, candidates will be notified if they have passed or failed the verbal reasoning assessment within a week of completion. How Can I Prepare for the SHL Verbal Reasoning Test? If you have an upcoming SHL verbal reasoning test, it's important that you set aside a generous amount of time to prepare. There are a few different tools and methods you could use to study. Whichever you choose depends on how you absorb information and how much help you need prepping for the test. One of the most effective ways to study for verbal reasoning assessments is answering sample questions. Sample questions are beneficial to those who need to focus on the content without the pressure of the time constraint. It allows you to break down your thought process to gain a deeper understanding of successful problem-solving approaches. Some sample questions will even include explained answers which offer even more insight into understanding the verbal reasoning test. Additionally, sample questions can be used as refreshers before the actual test. Another common resource is online practice tests. They come in shortened or full-length versions and replicate the conditions of the genuine assessment. You can practice evaluating the passages and statements while working under time limits. Using these assessments helps you find a pace and increase your accuracy. These assessments also track your progress, so you know what you need to improve on moving forward. Any of the study mentioned above methods is a beneficial tool for those who feel uneasy about taking SHL's verbal reasoning test. Reviewing the material and paying close attention to detail is a favorable way to perform successfully on the assessment. Best of luck! Comprehensive Practice for SHL's Verbal Tests Disclaimer: SHL® is a registered trademark of SHL Group Ltd. SHL Group Ltd is not affiliated with Practice4Me or this website. This website solely provides information on how to prepare for job psychometric tests. The SHL Verbal Reasoning Test, along with the other pre-employment assessments published by SHL, are used by many different businesses across many different industries. It's because they are reliable indicators of future success in graduate and management-level roles. SHL tests have been translated into 40+ languages, 80% of companies listed in the FTSE 100 are using SHL tests to assess candidates, as are around 50% of the Fortune 500 - and that is because they are a cost-effective solution for screening candidates on the metrics that count for future success. Using tests like the SHL Verbal Reasoning assessment can save recruitment teams time and money in the screening process, and they can be more cost-effective too. What to Expect on the SHL Verbal Reasoning Test There are two different types of SHL Verbal Reasoning Test, and they have the same structure, number of questions and method of answering. It is just the delivery of the assessment that is different. Most candidates will take the online version of the SHL Verbal Reasoning Test. This is delivered via an email link and is completed on a computer. Most candidates will take this test at home and in their own time. You will have to answer 30 questions in 19 minutes. Each reading comprehension question will take the form of a passage of text, followed by a statement. There are multiple-choice options - you need to decide if the statement is true, false or cannot say based on the information in the text. To be successful in the SHL Verbal Test, you need to be quickly read and understand a passage of text to be able to answer the question. The language used in the passage is usually quite formal and tends to be business-related, so it can be difficult to read in the brief time that you have available. The structure of the SHL Verbal Reasoning test answers is sometimes referred to as TFC (True, False, Cannot Say), and it is important that you only use the information that you are given in the passage of text to select the answer – don't be tempted to use any previous knowledge that you might have, because that is not what this test is about. Aptitude or psychometric tests are about inherent abilities, not what you know or what you have been taught – so they are a measure of your reasoning abilities on the day. These aptitudes, in this case verbal reasoning, will demonstrate to the recruitment team that you have the potential for future success in the role, based on your thinking and learning skills. How Is the SHL Verbal Reasoning Test Scored? The scoring of the SHL ability test is simple – you earn a mark for every correct answer. The recruitment team will receive your score as a comparison to other test takers, known as a 'norm group'. For these purposes it is converted to a percentile score, which shows where your score sits within the norm group. For example, if you are in the 60th percentile, your score is better than 60% of test-takers in the norm group. The comparative score is used to determine which candidates to take through to the next stage of the process. There is no average score or pass mark, each individual employer will set their own benchmark. It is important to ask what score they expect before taking the test so you can prepare adequately. Three Challenges to the SHL Verbal Reasoning Test 1. Timing One thing that candidates tend to struggle with the most when taking the SHL Verbal Reasoning Test is the timing. With only 19 minutes available to answer 30 questions, you will only have about 40 seconds in total to both read the information and find the right answer. This is not a lot of time, and can come as a surprise if you have not prepared using SHL Verbal Reasoning practice tests under exam conditions – including timers. Some candidates choose to look at the statement before reading the passage to find the relevant information, while others will read the passage and then answer the question. The method that you choose will depend on how you like to work and will be something that you can decide when you are practising. 2. Using Prior Knowledge Although it is natural for you to want to show off the recruitment team, using your own knowledge to answer the question is actually a pitfall that can impinge on your final score. To answer each question correctly, you need to use only the information that is provided in the passage of text. Even if you are an expert in whatever the passage is describing, you have to assume that everything in the written text is true. Another thing to remember when deciding whether the given statement is true is that all the information that you need to answer the question is included in the passage – so if you can't find it, then you know the answer needs to be Cannot Say. 3. Word Usage The language used in the passages of text is not usually what would be considered as everyday English. The phrasing and words used are usually business language, with a more formal structure – which means that if English is not your first language, or you haven't had much experience with more formal language, you might find this a challenge. The dense structure and unfamiliar word usage also ties into problems that you might encounter with the timing – there is not a lot of time available for you to be able to try and work out what information a sentence is trying to convey, as well as choosing the right SHL verbal reasoning test answers. The SHL Verbal Reasoning Test, along with the other pre-employment assessments published by SHL, are used by many different businesses across many different industries. It's because they are reliable indicators of future success in graduate and management-level roles. SHL tests have been translated into 40+ languages, 80% of companies listed in the FTSE 100 are using SHL tests to assess candidates, as are around 50% of the Fortune 500 - and that is because they are a cost-effective solution for screening candidates on the metrics that count for future success. 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These aptitudes, in this case verbal reasoning, will demonstrate to the recruitment team that you have the potential for future success in the role, based on your thinking and learning skills. How Is the SHL Verbal Reasoning Test Scored? The scoring of the SHL ability test is simple – you earn a mark for every correct answer. The recruitment team will receive your score as a comparison to other test takers, known as a 'norm group'. For these purposes it is converted to a percentile score, which shows where your score sits within the norm group. For example, if you are in the 60th percentile, your score is better than 60% of test-takers in the norm group. The comparative score is used to determine which candidates to take through to the next stage of the process. There is no average score or pass mark, each individual employer will set their own benchmark. It is important to ask what score they expect before taking the test so you can prepare adequately. 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Using Prior Knowledge Although it is natural for you to want to show off the recruitment team, using your own knowledge to answer the question is actually a pitfall that can impinge on your final score. To answer each question correctly, you need to use only the information that is provided in the passage of text. Even if you are an expert in whatever the passage is describing, you have to assume that everything in the written text is true. Another thing to remember when deciding whether the given statement is true is that all the information that you need to answer the question is included in the passage – so if you can't find it, then you know the answer needs to be Cannot Say. 3. Word Usage The language used in the passages of text is not usually what would be considered as everyday English. The phrasing and words used are usually business language, with a more formal structure – which means that if English is not your first language, or you haven't had much experience with more formal language, you might find this a challenge. The dense structure and unfamiliar word usage also ties into problems that you might encounter with the timing – there is not a lot of time available for you to be able to try and work out what information a sentence is trying to convey, as well as choosing the right SHL verbal reasoning test answers. For additional SHL verbal test questions and more from other fields, visit our free SHL practice test page. Good Luck! In the past few years, the government has turned to shock tactics to fight the battle against smoking and the burden smokers pose to the country's economy—manifested in sick days and health issues. The latest anti-smoking campaign showed tumors growing from a cigarette. Needless to say, this advert was contentious.On the one hand, the advert has become a viral sensation since its launch and has attracted plenty of attention to the subject. The government estimates approximately 300,000 people will attempt to quit smoking because of the campaign.On the other hand, some argue that using a hard-hitting approach is not best because only smokers who already have cancer or a symptom of cancer, they're likely to push it out of their mind. Health experts claim the new campaign is ineffective in targeting all smokers and recommend using it alongside other measures. The advert was contentious. A. TrueB. FalseC. Cannot say Answer: The answer is (A) - True After presenting the advert, the passage states 'this advert was contentious' and follows this statement with a presentation of the advert's attention and the different opinions that surrounded it. Therefore, the advert was controversial, a synonym for contentious, and the argument is True. This is a graduate-level and above assessment designed to measure your ability to interpret written information as well as evaluate arguments about it. The information is presented in short passages, followed by statements that have three possible responses - true, false or cannot say, otherwise known as (B) - 'specifying'. Preparations which include more Verbal Reasoning practice questions: Wonderlic CCAT, and AON. Below are 9 more sample verbal questions. Hundreds more, covering all question types, can be found on our SHL Prep Course. The course is designed to help you gain an edge in a very competitive test, making your dream career more accessible and achievable. The course contains an interactive interface mimicking the real test, video, PDF, and interactive graphs, full solutions and explanations for each sample question, and detailed score reports. In the past few years, the government has turned to shock tactics to fight the battle against smoking and the burden smokers pose to the country's economy—manifested in sick days and health issues. The latest anti-smoking campaign showed tumors growing from a cigarette. Needless to say, this advert was contentious.On the one hand, the advert has become a viral sensation since its launch and has attracted plenty of attention to the subject. The government estimates approximately 300,000 people will attempt to quit smoking because of the campaign.On the other hand, some argue that using a hard-hitting approach is not best because people become terrified. If someone thinks they might have cancer or a symptom of cancer, they're likely to push it out of their mind. Health experts claim the new campaign is ineffective in targeting all smokers and recommend using it alongside other measures. The anti-smoking ad is funded by the Department of Health. A. TrueB. FalseC. Cannot say Answer: The answer is (C) - Cannot Say. The passage states: 'the government has turned to shock tactics to fight the battle against smoking and the burden smokers pose to the country's economy.' The passage does not state which department or ministry of the government is leading the campaign and funding it. Therefore, you Cannot Say whether the argument is True or False. Employees working within organizations have a legislative obligation to monitor the content of e-mails sent to external bodies and eliminate potentially sensitive internal information regardless of the perceived importance. Employers have prepared mandatory contracts stipulating this responsibility to guarantee that employees fulfil their legislative obligation and prevent the complete report's possible leak.All employees spend these contracts, inserted a copyright section to every external e-mail, and emphasized the confidentiality of the information. Employees' carelessness in handling information circulated via email may result in severe punitive action. Which one of the following provides the best summary of the main point of the passage? A. Sign a contract stipulating his responsibilitiesB. Prevent leakage of sensitive informationC. Refrain from sending personal E-mailD. Accept punitive action when necessary Answer: The correct answer is (B).'Legislative obligation' is used in the passage to express the requirement to monitor e-mail content to prevent sensitive information from leaking outside of the organization; 'employees working within organizations have a legislative obligation to monitor the content of e-mails... and to eliminate potentially sensitive internal information." Signing a contract (distractor A) and accepting punitive measures (distractor D) are consequences of enforcing this legislative obligation (a consequence of the meaning of 'legislative obligation' in the text. It does not specify the type of e-mails that are to be monitored; instead, it refers to specific content (sensitive information). Make sure you pay attention to the relationships b wetween the words. In TFC questions, relationships between text parts are often more important than the content itself. Words such as these can be used to express exclusion, inclusion, negation, etc. Preparations which include more Verbal Reasoning practice questions: Wonderlic CCAT, and AON. Employees working within organizations have a legislative obligation to monitor the content of e-mails sent to external bodies and eliminate potentially sensitive internal information regardless of the perceived importance. Employers have prepared mandatory contracts stipulating this responsibility to guarantee that employees fulfil their legislative obligation and prevent the complete report's possible leak.All employees spend these contracts, inserted a copyright section to every external e-mail, and emphasized the confidentiality of the information. Which one of the following would best replace 'stipulating' while maintaining the meaning of the passage? A. AgreeingB. SpecifyingC. PromisingD. Pledging Answer: The correct answer is (B) - 'specifying.' The term 'stipulate' means 'to specify,' often as an agreement condition. In this context, the term expresses that employers' contracts specify the responsibilities employees have to monitor their e-mails and prevent leakage of classified information. All three remaining distractors don't correspond with the meaning of the sentence. Employees working within organizations have a legislative obligation to monitor the content of e-mails sent to external bodies and eliminate potentially sensitive internal information regardless of the perceived importance. Employers have prepared mandatory contracts stipulating this responsibility to guarantee that employees fulfil their legislative obligation and prevent the complete report's possible leak.All employees spend these contracts, inserted a copyright section to every external e-mail, and emphasized the confidentiality of the information provided. Employees' carelessness in handling information circulated via email may result in severe punishment. Employees are obligated to information confidentiality Answer: The correct answer is (A).To answer this question, we must go over each statement and decide whether it follows from the passage or not.Statement A - according to the text: 'employees ... have (an) ... obligation to monitor the content of e-mails... Nowhere in the text does it say that this is part of the supervisors' role. Therefore, this statement does not follow the passage.Statement B - according to the text: 'employees' carelessness in handling information circulated via email may result in severe punitive action.' In other words, leakage of information will result in punishment, and so statement B is correct.Statement C - according to the text: 'employees working within organizations have a legislative obligation to monitor the content of e-mails... and eliminate potentially sensitive internal information. Thus, statement C is also correct. There are two versions of the test: CEB SHL Verbal Reasoning Test and SHL Verify Verbal Reasoning Test. Even though the CEB version is older, both have the same question types (TFC), time limits, and number questions. Therefore, it isn't really important which one you get. The real key to successfully passing the test is accurate and thorough SHL Verbal Reasoning preparation. Other Preparations which include more Verbal Reasoning practice questions: Wonderlic CCAT, and AON. A growing body of research suggests that more than one language's regular, high-level use may improve early brain development. According to several studies, command of two or more languages aggrandizes the ability to focus in the face of distraction, decide between competing alternatives, and disregard irrelevant information. These essential skills are grouped, known in brain terms as 'executive function,' and research suggests they develop ahead of time in bilingual children. While no one has yet identified the exact mechanism by which bilingualism boosts brain development, the advantage likely stems from the bilingual's need to continually select the correct language for a given situation. Which of the following is most accurate based on the passage? A. language contributes to brain developmentB. Bilinguals have difficulties selecting the right language C. "Executive functions" develop earlier in bilingual children Answer: The correct answer is (C).To answer this question, we must go over each statement and decide whether (1) it follows from the passage (2) it is accurate.Statement A - the passage links improvement in brain development and the acquisition of language, so the statement follows from the passage. However, the passage more specifically links improvement in 'executive functions' with two or more languages. Consequently, statement A might not necessarily be the most accurate answer, and it makes statement C - does follow from the passage and is more accurate than statement A. Therefore it is the correct answer. A growing body of research suggests that more than one language's regular, high-level use may improve early brain development. According to several studies, command of two or more languages aggrandizes the ability to focus in the face of distraction, decide between competing alternatives, and disregard irrelevant information. These essential skills are grouped, known in brain terms as 'executive function,' and research suggests they develop ahead of time in bilingual children. While no one has yet identified the exact mechanism by which bilingualism boosts brain development, the advantage likely stems from the bilingual's need to continually select the correct language for a given situation. What is an example of an 'executive function'? A. Lydia calculated with ease the expected yearly revenue of her storeB. Marvin can easily summarize a complex textC. Alan weighed his different options before choosing to study agricultureD. Despite the fire alarm going off in the midst of taking her test, Maria got an A Answer: The correct answer is (A). 'Executive functions,' as presented in the passage, are the ability to focus in the face of distraction, decide between competing alternatives, and disregard irrelevant information. After identifying the 'executive functions,' we are left to translate the distracters into the corresponding abilities: The ability to summarize a complex text (distractor B) is a practical translation of the ability to disregard irrelevant information. The ability to weigh different options before making a decision (distractor C) corresponds with deciding between competing alternatives. The ability to continue concentrating during an exam despite background noise accords with the ability to focus in the face of distraction. Distractor A does not correspond with any of the three 'executive functions' mentioned in the text and is, therefore, the correct answer. A growing body of research suggests that drinking two cups of coffee a day are 12 percent less likely to die than those who do not drink coffee. This association is even more vital for those who drink two to three cups a day—18 percent reduced chance of death. Lower mortality is present regardless of whether people drink regular or decaffeinated coffee, suggesting the association is not tied to caffeine. The more coffee people drink, the more they are linked with longer lives. A. TrueB. FalseC. Cannot say Answer: The answer is (C) - Cannot Say.The passage states that people who drink one cup of coffee a day are 12 percent less likely to die, while people who drink two to three cups a day—they could live longer, and they could have a higher mortality rate. You Cannot Say whether the association is True or False based on the information in the passage. Scores on the SHL verbal reasoning test are comparative. In other words, they are compared to candidates with similar academic backgrounds and prior testing experience. Based on our experience, scoring in the 80th percentile should be sufficient to pass the test. People who drink coffee appear to live longer, an drinking coffee is associated with a lower risk of death due to heart disease, cancer, stroke, diabetes, and kidney disease. People who consume a coffee a day are 12 percent less likely to die than those who do not drink coffee. This association is even more vital for those who drink two to three cups a day—18 percent reduced chance of death. Lower mortality is present regardless of whether people drink regular or decaffeinated coffee, suggesting the association is not tied to caffeine. People who drink two or three cups of coffee a day have a 6 percent lower chance of living longer compared to people who drink one cup of coffee a day. A. TrueB. FalseC. Cannot say Answer: The answer is (B) - False.The passage states that people who drink one cup of coffee a day are 12 percent less likely to die, while people who drink to three cups a day are 18 percent reduced chance of death, and it seems that the difference is 18 – 12 = 6 percent. However, these changes mentioned in the passage aren't 'compared to those who do not drink coffee. For more reasoning questions, check out our Free Wonderlic Test Practice. JobTestPrep has been around since 1992, and has prepped thousands of test-takers for various SHL assessments. With a keen understanding of the test mechanics, difficulty levels, and the stress involved with having to prepare in a matter of days - our course is designed to get you there quickly and efficiently. If you don't feel the practice tests were helpful, we offer a money-back guarantee. All trademarks are the property of their respective trademark holders. None of the trademark holders are affiliated with JobTestPrep or this website. The SHL Verbal Reasoning Test, along with the other pre-employment assessments published by SHL, are used by many different businesses across many different industries. It's because they are reliable indicators of future success in graduate and management-level roles. SHL tests have been translated into 40+ languages, 80% of companies listed in the FTSE 100 are using SHL tests to assess candidates, as are around 50% of the Fortune 500 - and that is because they are a cost-effective solution for screening candidates on the metrics that count for future success. Using tests like the SHL Verbal Reasoning assessment can save recruitment teams time and money in the screening process, and they can be more cost-effective too. What to Expect on the SHL Verbal Reasoning Test There are two different types of SHL Verbal Reasoning Test, and they have the same structure, number of questions and method of answering. It is just the delivery of the assessment that is different. Most candidates will take this test at home and in their own time. You will have to answer 30 questions in 19 minutes. Each reading comprehension question will take the form of a passage of text, followed by a statement. There are multiple-choice options - you need to decide if the statement is true, false or cannot say based on the information in the text. To be successful in the SHL Verbal Test, you need to be quickly read and understand a passage of text to be able to answer the question. The language used in the passage is usually quite formal and tends to be business-related, so it can be difficult to read in the brief time that you have available. The structure of the SHL Verbal Reasoning test answers is sometimes referred to as TFC (True, False, Cannot Say), and it is important that you only use the information that you are given in the passage of text to select the answer – don't be tempted to use any previous knowledge that you might have, because that is not what this test is about. Aptitude or psychometric tests are about inherent abilities, not what you know or what you have been taught – so they are a measure of your reasoning abilities on the day. These aptitudes, in this case verbal reasoning, will demonstrate to the recruitment team that you have the potential for future success in the role, based on your thinking and learning skills. How Is the SHL Verbal Reasoning Test Scored? The scoring of the SHL ability test is simple – you earn a mark for every correct answer. The recruitment team will receive your score as a comparison to other test takers, known as a 'norm group'. For these purposes it is converted to a percentile score, which shows where your score sits within the norm group. For example, if you are in the 60th percentile, your score is better than 60% of test-takers in the norm group. The comparative score is used to determine which candidates to take through to the next stage of the process. There is no average score or pass mark, each individual employer will set their own benchmark. It is important to ask what score they expect before taking the test so you can prepare adequately. Three Challenges to the SHL Verbal Reasoning Test 1. Timing One thing that candidates tend to struggle with the most when taking the SHL Verbal Reasoning Test is the timing. With only 19 minutes available to answer 30 questions, you will only have about 40 seconds in total to both read the information and find the right answer. This is not a lot of time, and can come as a surprise if you have not prepared using SHL Verbal Reasoning practice tests under exam conditions – including timers. Some candidates choose to look at the statement before reading the passage to find the relevant information, while others will read the passage and then answer the question. The method that you choose will depend on how you like to work and will be something that you can decide when you are practising. 2. Using Prior Knowledge Although it is natural for you to want to show off the recruitment team, using your own knowledge to answer the question is actually a pitfall that can impinge on your final score. To answer each question correctly, you need to use only the information that is provided in the passage of text. Even if you are an expert in whatever the passage is describing, you have to assume that everything in the written text is true. Another thing to remember when deciding whether the given statement is true is that all the information that you need to answer the question is included in the passage – so if you can't find it, then you know the answer needs to be Cannot Say. 3. Word Usage The language used in the passages of text is not usually what would be considered as everyday English. The phrasing and words used are usually business language, with a more formal structure – which means that if English is not your first language, or you haven't had much experience with more formal language, you might find this a challenge. The dense structure and unfamiliar word usage also ties into problems that you might encounter with the timing – there is not a lot of time available for you to be able to try and work out what information a sentence is trying to convey, as well as choosing the right SHL verbal reasoning test answers.