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SHL is a company that publishes psychometric tests designed to test the diagrammatic, numerical, and verbal reasoning of prospective employees. SHL test accuracy, speed, and test score compare candidates' suitability for the role. It is one of the most widely used recruitment tests in the United Kingdom. The average score of applicants in SHL is 80%. Your abilities and scores are compared with other candidates in the pool. Your score and skills make it easy for the recruiter to choose the right candidate for the available position. A higher than average score will increase your chances of employment, affect the salary offered, and fast-track your career. What are the most used SHL aptitude tests? There are eight most used SHL aptitude tests. They are: SHL Inductive Reasoning Test: this test typically has 24 questions and lasts for 25 minutes. Your objective in this test is to spot reoccurring patterns in a group of graphics or image. SHL reasoning tests your ability to infer and understand the similarities in various concepts. SHL Numerical Reasoning Test: the duration of this test is 25 minutes. You are given 18 questions depending on your job level within the organization. This set of mathematical problems are relevant to the organization. The questions will be realistic and relevant to your daily activities at work. The test is used to assess your statistical and mathematical solving ability. SHL Verbal Reasoning Test: verbal reasoning test is designed to test your cognitive ability. You are required to make logical deductions and understand oral and written information. The test has 30 questions and lasts for 19 minutes. SHL Mechanical Reasoning Test: this is used to test candidates' understanding of mechanical principles. Gears, pulleys, and levers application are assessed in this test. You have twenty-five minutes to complete this test. SHL Comprehension Reading Test: you are required to deduce information from written statements. The provided information should be used in making an objective decision. You are required to answer 18 questions within 10 minutes. SHL Deductive Reasoning Test: this is an eighteen questions test to be completed within 10 minutes. You will be given statements and outcomes. Your objective is to deduce if the outcomes tally with the views. SHL Management and Graduate Item Bank (MGIB): this test comprises verbal, numerical, and cognitive tests. It is for managerial and graduate-level positions. The test assesses the creativity and abstract intelligence of the candidates. The candidate has 25 minutes for the verbal reasoning aspect, 35 minutes to tackle the numerical problems, and 32 minutes for the thinking test. The test was developed for the assessment, selection, and development of managerial candidates. Bespoke ability Test: this test is used in finance and sales positions. The questions are custom made and tailored to the needs of the company administering the test. How to practice for SHL assessment? A good SHL Test score, such as 95%, can fast track your career and increase your employer's salary. Below are tricks to help you ace the SHL assessment test. Practicing will improve your chances of being part of the top five percentile on this test. Practice relevant questions: you should focus on solving questions similar in style to those asked in the SHL test. Focusing on SHL-style questions will give you an idea of what to expect and the best approach to solving the problems. Practice time management: SHL is a timed test. It would help if you timed yourself while practicing. Create shortcuts to help you solve your questions faster and save time. Leave difficult questions for later. Start with the easier ones. Learn from your mistakes: mistakes are part of the learning process. You should take time to review your errors and devise means of avoiding them in the future. Learning from your mistakes will reduce your errors and increase your score on the test. Prepare for everything: you should prepare adequately for all the standard SHL assessment test. You might be asked to take more than one SHL assessment test during the recruitment process. Find free question sample questions on the internet to practice. Read widely, brush up on your mathematics and verbal reasoning. SHL test example questions and answers. Verbal reasoning: you will be given a passage followed by a set of statements. You will determine if each information is accurate. Passage. Many organizations employ students during the summer holiday because the permanent staff often take their holiday during this period. Companies also experience increased workloads during the summer. Summer recruits can return as qualified professionals to work for the company. Companies pay students a fixed income without paid vacations and bonuses paid to full-time employees. Statement 1. Students employed during summer are given the same remuneration and benefits as full-time employees. The correct answer is B. Statement 2. Companies have more work during the summer. The correct answer is A. Numerical reasoning: information is provided in a table followed by a set of questions. You are to pick the correct answer to each item. Readers for year one (million) Readers for year two (million) Male readers for year 3 (million) Female readers for year 3 (million) Question 1: which newspaper was read the most by females in the table? The correct answer is B. Question 2: what was the combined readership of Herald and Tribune in year two? The correct answer is ASHL and other trademarks are the property of their respective trademark holders. None of the trademark holders are affiliated with 123test. x Our guide to SHL tests - complete with SHL-style practise tests and advice. SHL (part of CEB) is a global psychometric test publisher, talent measurement consultancy and occupational psychology specialist. SHL operates in over 30 languages, deploys solutions in over 150 countries and maintains a presence in over 50 countries. Clients include FTSE 100 corporations, Fortune 500 companies as well as numerous SMEs and local businesses around the world. SHL has a huge market presence in the psychometric testing industry, and produce some of the most commonly-encountered psychometric tests in the UK and around the world. Due to the size and popularity of SHL and its products, candidates are most likely to encounter SHL tests during recruitment processes. SHL provides psychometric ability tests, including numerical, verbal, general ability, diagrammatic and inductive reasoning tests, commonly used for candidate screening and at assessment centres. As well as the overall score, speed, accuracy and caution are assessed during the course of the exam, and provided with the final test score. SHL psychometric tests are available at every level of position, ranging from entry level administration to senior executive, and SHL ability tests can be used for assessment, development and selection. The most commonly used SHL aptitude tests used by recruiters are the SHL Verify range of tests, with the most common types listed here: SHL numerical reasoning tests: Numerical reasoning tests will assess your understanding of numerical, statistical, financial and graphical data, and your ability to make deductions based on that data. These questions will likely be relevant to the workplace, requiring the candidate to solve realistic numerical problems. The SHL verify numerical reasoning test consist of 18 questions and typically lasts 17-25 minutes depending on job level. They are designed to measure a candidate's ability to make correct decisions or inferences from numerical or statistical data. SHL verbal reasoning tests: Verbal reasoning tests will test your ability to understand and make logical deductions based on verbal/written data. Candidates will often be provided with a passage of written information, often relevant to the work place, and ask the candidate to answer questions based on the written information provided. The SHL verbal reasoning tests consist of 30 questions and typically last 17-19 minutes, depending on job level. They are designed to measure a candidate's ability to evaluate the logic in various kinds of argument as presented in written form. SHL inductive reasoning tests: Inductive reasoning tests assess your ability to problem solve, and deal with unfamiliar information. Candidates will be required to think conceptually and analytically, often using shapes and patterns. This ability may also be referred to as logical or diagrammatic reasoning. The SHL verify inductive reasoning test consists of 24 questions and typically lasts 25 minutes. It is designed to test a candidate's ability to draw inferences and understand the relationships between various concepts independent of acquired knowledge. SHL situational judgement tests: Situational judgement tests (SJT) assess your ability to make appropriate decisions. You must choose the most appropriate action (rank them in order) to a workplace scenario you are hypothetically encountering. SHL SJTs typically include 30-50 questions with no time limit. SHL mechanical reasoning tests: This test measures a candidate's understanding of basic mechanical principles and their application to devices, such as pulleys, gears and levers. Verify provides a unique ability test online using randomised item content from the item bank that ensures candidates will not have previous exposure to the test. The SHL verify mechanical reasoning test typically lasts 25 minutes. SHL general ability tests: This test is normally 36 or 46 minutes long and you will have to answer around 30 questions. These questions will be covering many test areas such as logical, verbal, numerical etc. This test isn't specific to one cognitive ability and will therefore be a more 'general' test of your abilities, hence the name. This test is normally administered to applicants applyign for graduate level roles or higher. We do not currently offer SHL general ability tests, but if you practise all our shl test types then you will be prepared as they are just a combination of multiple tests. SHL reading comprehension tests: Designed to measure a candidate's ability to extract relevant information from written sources and make objective judgements on the basis of that information. The SHL verify reading comprehension test consists of 18 questions and typically lasts 25 minutes. SHL deductive reasoning tests: Designed to measure a candidate's ability to draw logical conclusions based on information provided. The SHL verify deductive reasoning test consists of 18 questions and typically lasts 10 minutes. The SHL Management and Graduate Item Bank (MGIB): This battery of tests comprised of verbal, numerical and productive thinking ability tests, aimed at graduate and management level positions. Productive thinking assesses a candidate's creativity and ability to find abstract solutions and explanations to problems. These tests are considered to be more challenging than the standard Verify tests. The time limit for the verbal reasoning test is 25 minutes, the numerical reasoning is 35 minutes and productive thinking time limit is 32 minutes. These tests may be used for selection, assessment and for development. Bespoke ability tests: In specific industries (e.g. finance) and/or specific roles (e.g. sales), SHL produce custom made tests, tailored to the specifications requested by the company using the test. These tests will be highly-relevant to the industry/job role and will often assess multiple reasoning abilities within the same test. *NEW* Verify Interactive: SHL Verify Interactive is a new series of tests that are being attempted to improve the candidate experience. This has been achieved by increasing the interactivity of the tests to make them more fun. SHL also provide personality and motivational questionnaires, available both on paper and online for candidate assessment or development. These personality tests are designed to assess your preferences in the workplace, and explore your personal style of working, there are no right or wrong answers with these tests and candidates will not be timed. An example of an SHL personality questionnaire is shown below: The OPQ32: This questionnaire is a personality test designed by SHL. It comprises over a hundred question items that explore 32 specific personality qualities. Questions on the test will explore your preferences towards each of these qualities, and compile the results into a report, providing insight into your personality and your potential competencies. Despite this being a popular question, and one that I know you want answered, there sadly isn't a definitive answer to this. The pass mark for SHL tests will vary depending on the test type, the scores of the group of candidates that take the test, and other factors. Some people will think there's a specific pass mark that SHL will have for all their tests, e.g. 70%. However, it's very unlikely that raw score percentages will be used to determine who progresses, it is more likely that it will be based on percentiles. SHL will pass, let's say for example, the top 25% of candidates and so it's important that you can consistently answer most questions correctly and be consistently achieving +70% as otherwise it's likely that your score may not be that great compared to the other test takers. In order to ensure you pass SHL online assessment you must practise beforehand. You may not wish to hear this but sadly the best way to pass is through practise, there's no cheats or short-cuts. SHL have a website called SHL Direct for test-takers. They have a limited number of practice tests and sometimes run trials of new tests which are open for candidates to trial. We, similarly, offer numerical, verbal and inductive reasoning practice tests, but much more, presenting you with a method of practice and preparation before undertaking an SHL online assessment. Ensuring you are fully prepared beforehand will maximize your chances of performing highly on these tests because you will be less anxious and able to show your true ability. All that's left to say is good luck. I hope you've managed to learn more about your upcoming tests and now know what is required to pass them. Our practice test packs are suitable for preparing for SHL tests. Our practice tests come with solutions included. You may also be interested in these popular tests sections. Note: AssessmentDay and its products are not affiliated with SHL. Our practice tests are only for candidates who are practising for SHL tests; we do not sell tests for employee selection.

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