Speech script for introduction in CORE test interview

Initial reconciliation

We will now conduct a test interview based on your result in CORE. How did it feel to fill out CORE?
*{*Acknowledge feelings, ask about the environment, check the time it took, that he/she sat undisturbed)*

I want to start by telling you that I am a certified user in the test, which is a requirement to have the opportunity to conduct a test interview of this kind.

Purpose

The CORE is a logic test that measures general ability (GMA). An ability that is important for roles that are a little more complex. We use tests of this type because it gives us an objective basis about what is important for the position you have applied for and how well you would enjoy the challenges that exist in the role.

Introduction

Here is the actual result *{Submit Score Report, without Criteria).* Your score is displayed on a scale called a STEN scale. STEN stands for Standard Ten and is a ten-point scale where 1-3 are low scores, 4-7 is average and 8-10 are high scores. The score is obtained by comparing it with a norm group. In this case, you are being compared to an international working-age population consisting of just over 500 people. The norm was collected in 2021 and is distributed according to a normal distribution, where 70% of the norm group has a placement between 4-7. Different positions require different levels of capacity, and the best conditions exist when the candidate and position match each other well enough.

Ethical considerations and handling of data

The results will be shared with the recruiting manager who will receive a report and my comments from this test interview. The result will be saved for XX months in a database that we have, after which it will be deleted. If you want your result and your personal data linked to the test to be deleted earlier than that, just contact me and I will delete it immediately.

Have you had the opportunity to read through the report that you were able to download immediately after filling it in? It is the same score report you see here, with your results in total and how your results should be interpreted based on the comparison with the norm group and what it means in relation to work and learning.

The test interview will start by going through your results and then I will ask some supplementary questions.

Do you have any questions before we get started?