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### **SHELL ONLINE ASSESSMENT BATTERY**

Pre-employment tests are a series of different assessment tools that recruiters use to screen potential candidates and find the best match for their organization. By implementing pre-employment assessments, you can gather relevant, reliable job-related information on candidates in a way that is as objective as possible.

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Pre-employment tests are a set of assessments that aim to measure a person's behavior, personality, reasoning, competence, integrity, skills, and cognitive ability. Measure these things in candidates can help with identifying the behaviors and natural inclinations of candidates that are linked to job satisfaction, retention, and engagement over long periods of time.

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Shell cognitive test This online aptitude test is made up of three sections: numerical reasoning, logical reasoning and verbal reasoning. You will have 4 minutes to complete each section. Once candidates have received a link to the test portal, they are only allotted 10 days to complete all of the assessments.

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The Shell Numerical Reasoning Test is a multiple-choice test assessing your ability to evaluate, analyze, and interpret numerical information that will be provided to you in charts, graphs, and tables. You will have limited time to find a correct answer, so all the calculations like percentages, ratios, and basic arithmetic should be executed quickly and accurately.

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The tests are administered by Cubiks. The Shell Cubiks test is comprised of two parts: Timed cognitive test - the Shell cognitive test questions cover verbal skills, numerical skills, and abstract reasoning. In total, there are 50 questions in the Shell cognitive test that you will be required to answer correctly within a 12 minutes time limit.

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The Guide provides examples of the types of items that are included in the assessment battery and tips for helping you prepare for the assessment process. The Shell Online Assessment Battery is designed to measure skills and abilities that are important to

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