TEST RESULTS

SAROAD
Safety Assessment Road

Candidate

Marcel Berthold

Test date

7/2/2013

1 Introduction

Mr Marcel Berthold, date of birth 8/10/1984, underwent aptitude testing with the Safety Assessment Road test set (SAROAD) on 7/2/2013. The tests took 0 minutes to complete.

Standardized tests measure persistent and underlying characteristics that are relevant to success in a particular job; this means that they can not only explain current modes of behavior but may also highlight as yet unrealized potential. The tests are scientifically based, objective and valid and are therefore able to predict success in a particular job.

The SAROAD test set that was used here measures the most important aspects of ability that have been found to be relevant to the driving-specific ability of professional drivers.

Testing enables a candidate's characteristics and abilities to be compared objectively and fairly with those of other people. When interpreting test results in general it should be borne in mind that a person's performance depends in part on his or her state of mind on that day and on other influences; the results are therefore subject to a certain margin of fluctuation.

2 Interpretation of the norm scores

The candidate's results in the different areas are quoted in percentile ranks (PR). The percentile rank indicates what percentage of a particular comparison group achieved the same or a lower score on the ability in question. The comparison group is a representative sample of the general population.

For example, a percentile rank of PR=70 means that 70% of respondents from the representative norm sample obtain this score or a lower one on this characteristic, and 30% obtain a higher score.
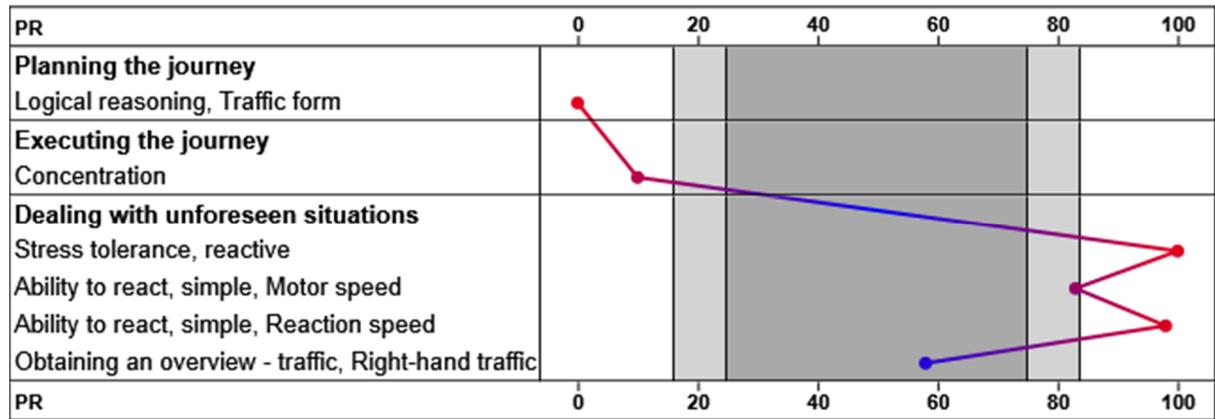
- According to guidelines on fitness to drive, professional drivers should not have a percentile rank of less than 16 on any of the abilities tested, since this would cast doubt on their fitness to drive.

- A percentile rank of 24 or less indicates a below-average level of the ability or personality characteristic in question by comparison with the representative norm sample.

- A percentile rank of 25 – 75 reflects an average level of the ability or personality characteristic in question by comparison with the representative norm sample.

- A percentile rank of 76 or more indicates an above-average level of the ability or personality characteristic in question by comparison with the representative norm sample.

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3 Results profile

The profile serves mainly to provide a quick summary of the candidate's test results. It can also be used to identify personal strengths and weaknesses.

The part of the profile that is shaded grey is the average range. Scores in the white area to the left are below average; those in the white area to the right are above average. The candidate's result on each dimension is shown by a dot.

Profile - Representative Norm:

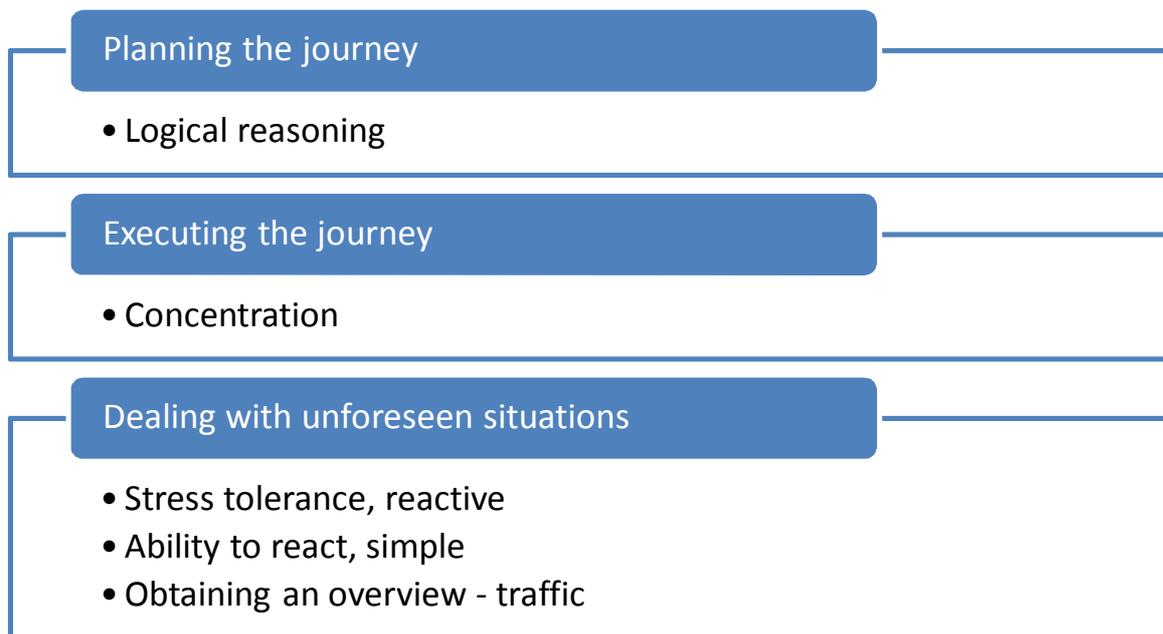| PR	0	20	40	60	80	100
Planning the journey						
Logical reasoning, Traffic form	●					
Executing the journey						
Concentration		●				
Dealing with unforeseen situations						
Stress tolerance, reactive						●
Ability to react, simple, Motor speed					●	
Ability to react, simple, Reaction speed						●
Obtaining an overview - traffic, Right-hand traffic				●		
PR	0	20	40	60	80	100

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4 Fit score

The fit score, expressed out of a thousand, indicates the extent to which the candidate fits the ideal profile for professional drivers. The closer the fit score is to 1,000, the greater the candidate's suitability as a professional driver:

Fit score: 695

5 Interpretation of the individual results

The aspects of driving-specific ability assessed in the SAROAD test set can be assigned to the three pillars of driving behavior:

Planning the journey

- Logical reasoning

Executing the journey

- Concentration

Dealing with unforeseen situations

- Stress tolerance, reactive
- Ability to react, simple
- Obtaining an overview - traffic

5.1   Planning the journey

The ability to plan is required during the journey if the driver needs to analyze situations and plan what to do next. Action planning ability is assessed in the SAROAD test set via the dimension of logical reasoning.

Logical reasoning

Logical reasoning is also known as fluid intelligence; it involves the ability to identify rules and regularities in information, to apply these rules and to draw logical conclusions from them. Fluid intelligence is largely innate or inherited; the environment has little influence on it. As long ago as the 1960s it was scientifically proven that people with a low IQ are more likely to commit traffic offences.

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5.2   Executing the journey

Execution of the journey refers to the concrete implementation of a trip. The key factor here is attention, which is assessed in the SAROAD test set by the dimension of concentration.

Concentration

Concentration is regarded in this context as a special function of attention, namely selective attention. When driving, this is called on every time that a stimulus needs to be shielded from other stimuli and concentration needs to be shifted from one stimulus to another – for example, when changing lanes on a motorway.

5.3   Dealing with unforeseen situations

During a journey the driver may be confronted with a number of complex and sometimes unforeseen situations to which he or she must respond quickly and appropriately. The following dimensions that are assessed in the test set are of major importance in this context:
- Stress tolerance, reactive
- Ability to react
- Obtaining an overview

Stress tolerance, reactive

Reactive stress tolerance is the individual's ability to react quickly and accurately when under stress. To place the candidate in a stressful situation, stimulus presentation was adapted to his ability level. A high level of stress tolerance is particularly necessary in stressful situations, such as those encountered during the rush hour in cities.

Ability to react, simple

Ability to react involves the ability to react to one or more stimuli as quickly and accurately as possible. Adequate reaction speed is essential when driving, since when an incident occurs suddenly even milliseconds may count – for example, if a pedestrian unexpectedly crosses the road and rapid braking is needed.

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A distinction is made between motor speed and reaction speed:
- Motor speed is the time that elapses between the moment the finger leaves the rest button and the time the reaction button is pressed. This score provides information about the respondent's speed of movement.
- Reaction speed is the time that elapses between stimulus presentation and the start of the mechanical response movement (i.e. the point at which the finger leaves the rest key).

Result:
On **motor speed** Mr Berthold obtained a **percentile rank of 83,** which is **an above average** result. On **reaction speed** his **percentile rank was 98,** which is **an above average** result.

Obtaining an overview - traffic, Right-hand traffic

Obtaining an overview is the ability to identify objects and visual patterns rapidly. A quick and accurate grasp of complex visual situations is particularly important when driving – for example, when approaching a busy intersection.

Result:
Mr Berthold obtained a **percentile rank of 58.** His skill in **obtaining an overview** can therefore be classed as **average.**

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6 Summary of strengths and areas for development

Mr Marcel Berthold's test results indicate the following strengths and areas for development:

Strengths	Areas for development
Stress tolerance, reactive Ability to react, simple – Motor speed Ability to react, simple – Reaction speed	Logical reasoning Concentration

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