
# ToRQ

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|---|---|
| **Date** | 20-5-2019 |
| **Baseline** | torq-8-Sep-2016 |

ToRQ is a sophisticated test of practical work based problem solving skills. Items are created for you at the time of testing. They differ in the level of difficulty and the specific items you were given depend on how you solved the previous items. Your ToRQ report shows:

## Overall Score Chart

This score is made up from your speed of problem solving, your accuracy and the complexity of the item you were working at. The more complex the problem and the faster you answered it correctly, the higher your score will be. The Overall score is shown as value from 1 to 100. ToRQ scores have an average of 50 and the red dot on the Overall Score chart shows your result compared to other people.

- Higher scores show an ability to manipulate, process and interpret complex problems at a higher level, more quickly and more accurately than the average person. Such people would be expected to perform well in complex roles where novel solutions need to be created.
- Lower scores suggest that you may perform better where you have time to think problems through or where the question can be solved through training and experience.

## Levels of difficulty

ToRQ items are created at four levels of difficulty. Level 1 requires you to do a simple analysis. The level you see depends on how you responded to the previous item. At higher levels the items become more complex and the difficulty increases. We expect you will take longer on these more complex items.

These 4 charts show how you compare to other people at each level. The charts show the fastest and slowest correct responses. The red dot shows your score at each level.

## Progression

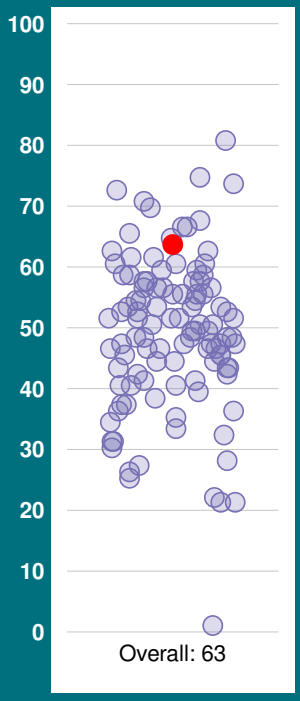
ToRQ items are presented in a circle and you may complete the items in any order you like. How quickly and accurately you answered each question is measured and you receive a score for that item. This chart shows which item you selected, the level of difficulty and whether you got it right. It also shows if you skipped the item completely.

## Speed-Accuracy Trade-off

The balance between speed and accuracy is called the Speed-Accuracy Trade-off. Put simply, the faster we work, the more likely we are to make errors. This chart shows your Speed and Accuracy Trade-off. Your result is shown as a red dot on the chart and will be in one of 4 quadrants as described in the key

## Overall score

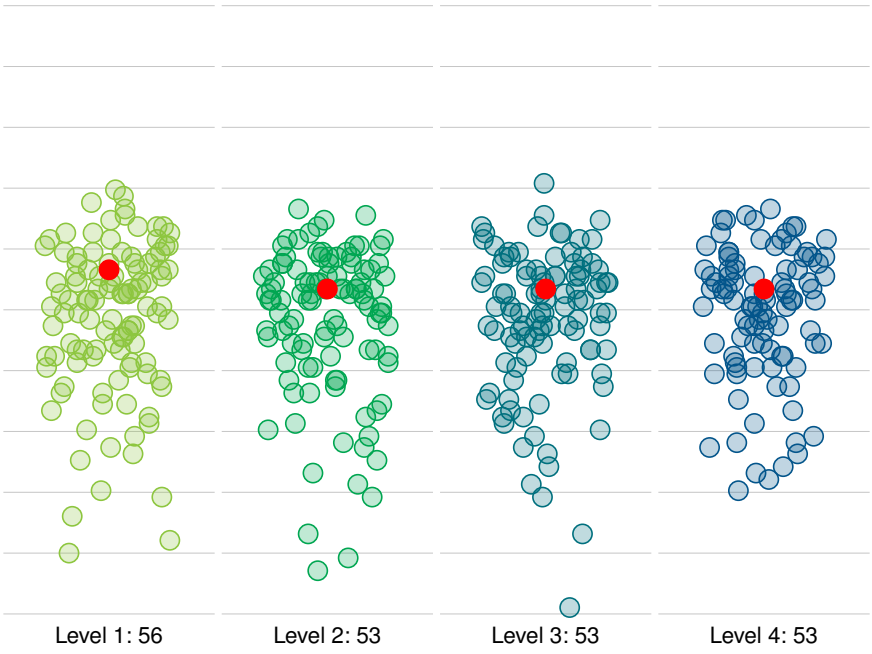
This chart shows your overall score compared to 302 other respondents.




Higher than 93% of people.

## Levels of difficulty

These charts show your score at each level of difficulty compared to other respondents.




## Understanding your ToRQ results

### Your Overall result

The overall score is shown in two ways.

1. Your overall t-score is shown as a red dot in the cluster.
2. The second score is a percentile which shows how many people scored lower than you.

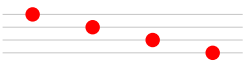
High scores mean you can handle complex problems better particularly those outside the range of your experience. Lower scores mean you may perform better where you are able to take more time or where the problems are less complex.

### Levels of difficulty

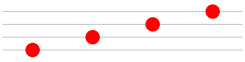
These charts show your results at each level of difficulty. Broadly there are three patterns of results that are found.



**Pattern 1:** Where scores are roughly equal regardless of the level of difficulty this shows a consistent level of problem solving ability. As the problems get harder you continue to solve them at roughly the same level.



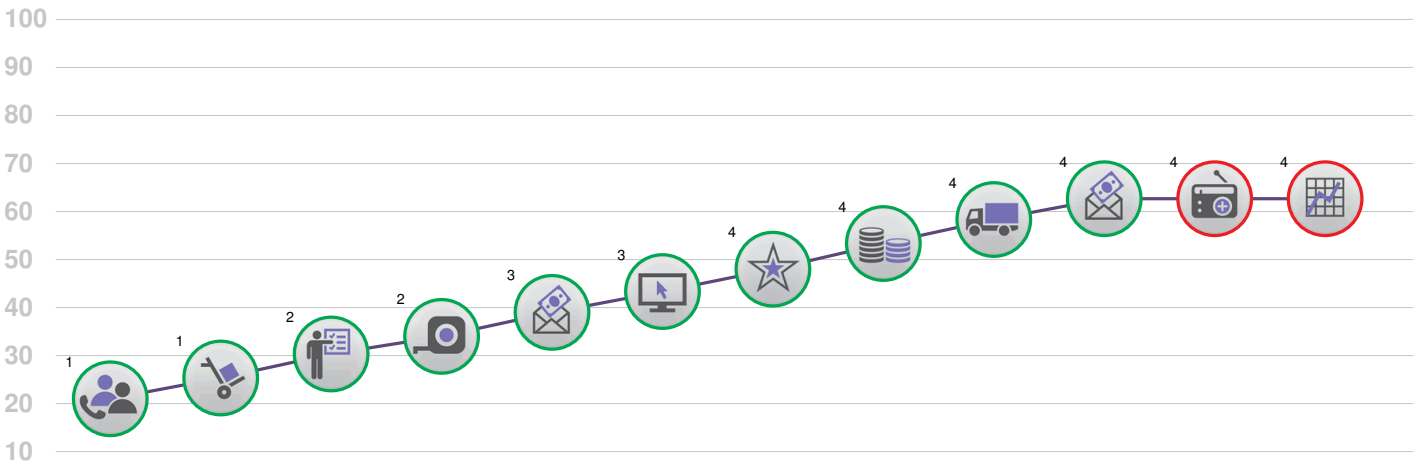
**Pattern 2:** This pattern shows that while you may be comfortable with more straightforward problems, as they become more complex you take longer to reach the correct answer .



**Pattern 3:** This is an unusual pattern. It suggests that your performance improves as the problems become more complex. It is possible that you were taking unnecessarily long over the simple problems – perhaps overanalysing and looking for traps where none exist.

## Progression

This charts your progress through the test and shows how each question contributed to your overall score. Correct items are in green circles, incorrect items in red circles and excluded items have no surrounding colour. The number next to the question is the question level. Highest results will show a straight rising line. Where the line levels out the score was reduced due to errors.




| Key | Question | Respondent | | | Baseline | |
|---|---|---|---|---|---|---|
| | | Level | Correct | Time | Correct | Average Time |
| | Conference Call | 1 | ✓ | 65 | 40% | 99 |
| | Supply Chain | 1 | ✓ | 76 | 78% | 95 |
| | Executive Conference | 2 | ✓ | 61 | 84% | 124 |
| | Office Layout | 2 | ✓ | 92 | 65% | 81 |
| | Market Share | 3 | ✓ | 100 | 58% | 164 |
| | Internet Advertising | 3 | ✓ | 122 | 52% | 121 |
| | Pattern Recognition | 4 | ✓ | 48 | 73% | 53 |
| | Exchange Rates | 4 | ✓ | 214 | 66% | 319 |
| | Route Analysis | 4 | ✓ | 152 | 58% | 174 |
| | Weekly Pay | 4 | ✓ | 164 | 78% | 148 |
| | Hospital Radio | 4 | ✗ | 275 | 61% | 232 |
| | Company Results | 4 | ✗ | 144 | 55% | 196 |

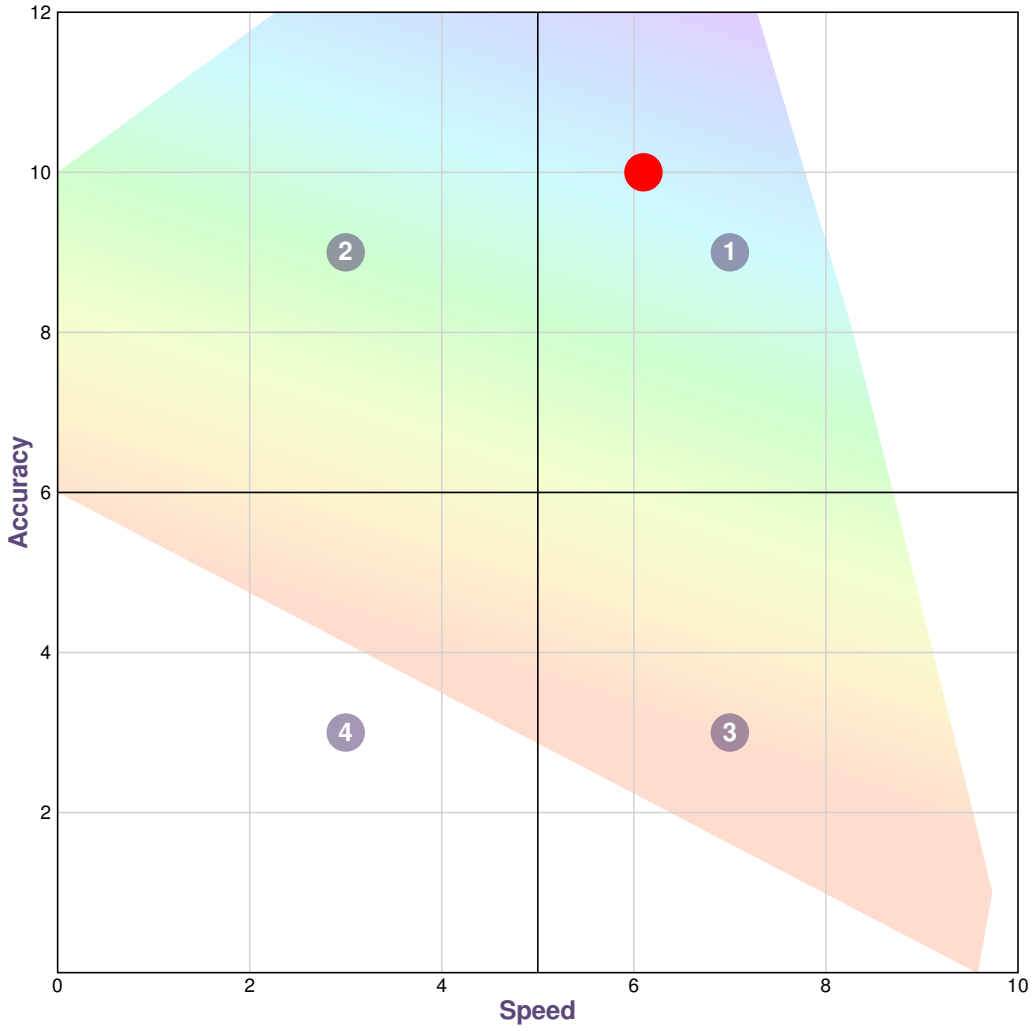
## Speed and Accuracy

This chart plots the speed with which the respondent worked against their accuracy. The coloured area represents the pattern of scores achieved by people who have completed ToRQ previously. The fastest and most accurate results are in the top right quadrant of the chart shown in purple and labelled 1. The slowest and least accurate results are in the bottom left of the chart shown in red and labelled 4.

The blank spaces on the chart show places where we have yet to get any data. They indicate:

- If speed increases to the maximum then there is almost always some trade-off in accuracy.
- If speed slows then it is highly likely that some of the items will be correct.

These spaces may change with larger databases.




## Speed-Accuracy Trade-off Quadrants

1. people who work both quickly and accurately

2. people who are accurate but sacrifice speed

3. people who are quick but tend to make more errors

4. people who are neither quick nor accurate