



TASK-BASED ASSESSMENT

A Guide to Your Assessment – 2026

*Understanding the science, design, and fairness
of your assessment*



ARCTIC SHORES

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Introduction

What Does This Guide Cover?

This guide is designed to support you by providing transparency and explainability of our Task-Based Assessment across several key areas:

- The science and rationale behind our approach
- How the assessment is designed and what to expect
- How candidates are scored and what your results mean
- How we ensure fairness for all candidates

Who Are Arctic Shores?

Arctic Shores was founded in 2014 on the principle that the best way to uncover potential is to observe how people do things, not how they say they would. Where traditional question-based assessments fall short on fairness and accuracy, our Task-Based Assessment evaluates candidates on their capacity to adapt, grow, and learn — moving beyond the CV to consider potential rather than experience alone.

What Is Our Task-Based Assessment?

Our Task-Based Assessment is a web-based psychometric tool designed to gather data about candidates through a series of interactive and engaging tasks, drawing on research from cognitive neuroscience, psychology, and data science.

We've used established experimental tasks from scientific research to inform our assessment design. These tasks gather valuable insights about a candidate's potential to adapt, make decisions, solve problems, remain composed, collaborate, and more. Our tasks are designed to help you showcase the behaviours and strengths relevant to the role, giving insight into how you're likely to perform in the workplace. Our assessment offers valuable insights into candidates' potential to demonstrate real-world behaviours in later stages of the hiring process — regardless of prior experience.



Useful Knowledge Base Article

For more information about our assessment, please see: [The Arctic Shores Task-Based Assessment - An Overview](#)

The Science Behind the Assessment

What Do We Assess?

Instead of capturing a your perception of your capabilities, our assessment measures foundational psychological qualities, including key cognitive and emotional processes that, when properly nurtured, develop into important workplace behaviours and skills.

Example

How someone intuitively learns from information in their environment is crucial for navigating new situations, picking up new skills and knowledge.

Potential, not experience

Our assessment is not about what you already know or have done. It is about understanding how you think, adapt, and respond — qualities that are powerful predictors of future success in the workplace. This approach helps employers look beyond the CV and find candidates with the potential to grow into a role.

How Does the Assessment Work?

Our assessments work differently to traditional psychometrics. Rather than asking you to describe yourself or rate how much you agree with statements, we take a 'don't tell us, show us' approach — using short, interactive tasks that reveal how you actually think and behave in real time.

These tasks are not games. They are grounded in decades of psychological research and built on well-established experimental methods. As you respond to a task, every tap, click, or selection is a small decision. On its own, a single response tells us very little, but across many responses, patterns start to emerge and a picture begins to form — one that reflects how you think, adapt, and make decisions under different circumstances. What may seem simple on the surface is designed to capture something far more meaningful: psychology in action, measured through behaviour

From button taps to insights

Our psychometric experts have analysed real data from millions of candidates who have taken our assessment. Combining this data with extensive scientific research in psychology, cognitive science, and behavioural measurement, they have identified the response patterns that underpin key psychological qualities.

These qualities reflect natural, intuitive tendencies — the kinds of responses that can be difficult to consciously shape in the moment and strongly linked to how people are likely to behave in real-world settings.

Example:

How someone responds to changing demands in the assessment gives us meaningful insight into how effectively they handle unexpected changes or shifts in priorities, switch between tasks, and quickly adapt their approach based on new information in real work contexts.

How Do We Know Our Assessment Works?

Our in-house team of psychometricians conducts validation studies using large, representative groups of people to ensure our assessment tasks are fair, scientifically sound, and practically useful. We adhere to internationally recognised professional guidelines and standards, and draw on extensive, peer-reviewed research to interpret our findings.

Psychometric assessments are evaluated against many standards, but two of the most important are:

**Consistency**

Does each assessment task measure the intended psychological quality consistently, and produce broadly stable scores at different points in time?

**Accuracy**

Does the assessment measure what it is intended to measure, predict the behaviours and outcomes that matter in the real world, and reflect the genuine requirements of the specific role?

What this means for you

Our assessment meets or exceeds professional psychometric benchmarks for consistency, meaning your results can be trusted. As with any test of human performance, your energy, stress, or mood can naturally fluctuate from day to day. However, this assessment is designed to measure more stable aspects of your potential rather than temporary states, and our data shows candidates produce broadly consistent results over time.

Our thorough approach ensures we meet best-practice standards for accuracy, so the insights we capture are meaningful, job-relevant, and a fair reflection of you. We draw on scientific research, statistical analysis, and employer data to ensure our tasks measure what they are designed to measure, and our Business Psychologists work closely with employers to ensure the tasks you complete reflect the role's true requirements.

Task Design

How Do We Develop Our Tasks?

Long before any candidate encounters our assessment tasks, they undergo a rigorous design and development process. The tasks are built on decades of research spanning cognitive neuroscience, psychology, and data science. We carefully select established experimental methods proven to measure key psychological qualities and adapt them using an interdisciplinary blend of psychology, cognitive science, data science, engineering, and UX/UI design. This helps us create tasks that are both scientifically robust and genuinely engaging.

Behind each task is a complex development journey with countless explorations, data checks, and decisions, which we have distilled into four main phases to show you the big picture:



1. **Research & Science:** Once we have identified what psychological quality is important to measure, we conduct a thorough review of peer-reviewed research from psychology and cognitive neuroscience to build a rich understanding of the quality and how to measure it.
2. **Task Design:** Once a measurement approach has been identified and clearly defined by our psychometricians, it's time for our interdisciplinary team to collaborate to build a prototype—combining data science, engineering, and UX design.
3. **Testing & Validation:** Testing and validation are crucial. We undergo multiple rounds of data collection from research participants and statistical checks to ensure our assessment adheres to the benchmarks outlined in professional guidelines and standards. We make further improvements and refinements based on the results of this testing, and we do not proceed to launch until we are confident in our assessment.
4. **Live & Monitored:** Our tasks are subject to ongoing review, monitoring, and maintenance so that our assessments always meet professional standards.

Our Core Design Principles

Throughout every stage of our development process—from the initial scientific research to the final live monitoring—our teams strictly adhere to a set of core design principles. These principles ensure that every task we build is fair, inclusive, and fully accessible for every candidate.

Minimal & accessible language:	Task interactions are designed to be universally intuitive with little to no reliance on language. Where language is used, it is simple, clear, and available in multiple languages.
Candidate experience:	Tasks use clear, engaging visuals and are fully optimised across desktop, laptop, and mobile — so interface challenges never affect your performance.
Cultural representation:	Tasks are designed from the outset to minimise cultural bias, avoiding complex scenario-based content that may disadvantage candidates from different backgrounds.
Fairness by design:	We rigorously research and test our design choices to ensure our tasks are built with fairness in mind, and continuously monitor live data to ensure this remains true.

What are the Benefits of Our Task-Based Design?

Enhanced Candidate Experience	Our tasks are interactive and engaging, creating a more immersive experience that reduces test anxiety compared to traditional psychometric tests.
Deeper Insights	We capture real-time responses to measure how people think, solve problems, adapt, and make decisions as they happen — providing richer insight into their strengths beyond self-reports or prior experience.
Fairness by Design	Our dynamic tasks allow for more nuanced design and scoring approaches, supporting targeted reasonable adjustments that help create a more level playing field. See our Fairness section for more detail.

The Assessment Tasks

What Can You Expect?

The assessment is completed online and is compatible with desktops, laptops, and mobile devices. You will receive an email invitation with your personal user ID, deadline, and information about what to expect.

Depending on the role you have applied for, you may be asked to complete some or all of the task types below. Each task begins with a guided tutorial so you understand exactly what to do before you start. Tasks take between 5 and 15 minutes each.

You may encounter tasks that ask you to:

Quickly identify and respond to shapes and/or numbers, as each new prompt briefly appears and disappears.

Identify and respond to abstract patterns in shapes.

Identify and understand quantitative and mathematical concepts.

Interpret and label facial emotional expressions.

Coordinate finger-tap or click responses to the movement of a visual stimulus.

Use information and feedback from the task to make a series of predictions.

You will be walked through the instructions for each task before you begin. There are no trick questions, and there is no one 'right' way to approach the assessment. Simply engage as naturally as you can.

Scoring

How Does Scoring Work?

Your score is built from the way you respond throughout each task. Here is an overview of the journey from your first response to your final result.

1. Responses captured

Every time you respond during a task — whether tapping a button, making a selection, or timing a click — that response is recorded. Across a full task, this amounts to a large number of data points capturing how you respond to different prompts and situations.

2. Meaningful measurements

Your responses are transformed into key measurements carefully selected by our psychometric experts because they relate to the specific psychological quality being assessed. By analysing patterns across the task, we gain meaningful insight into your performance.

3. Your score

These measurements are combined into a scoring model to generate a score. Our scoring is entirely human-designed: we do not use AI in our scoring process. Instead, we use a transparent, interpretable, and repeatable approach grounded in cognitive neuroscience, psychology, and data science.

4. Comparison

Your score is compared to a relevant comparison group (explained below) to show how your performance relates to others who have completed the same assessment tasks.

5. Final result

Your results are presented in a Candidate Feedback Report using a simple four-point scale alongside descriptive feedback statements, making them easy to understand and apply to your personal development.

How employers use your score

Once you have completed the assessment, your score is shared with the organisation you applied to, who will have determined a benchmarking approach that meets their needs. This may vary by organisation so we recommend referring to any documentation or information they have shared with you.

What Are Comparison Groups?

A comparison group is used to give your score meaning. A score on its own tells us little — it only becomes informative when we can see how it compares to others.

Our comparison groups are built from thousands of candidates who have completed the same assessment. They are carefully constructed to be representative of the

relevant population — for example, a graduate-level role will use a comparison group of graduate candidates.

What Feedback Will You Receive?

Once you have completed the assessment, you will receive an automatic email with your Candidate Feedback Report. The report provides clear, actionable insights based on your responses. It helps you understand your underlying qualities and the associated workplace behaviours, which together are referred to as ‘dimensions’ in your report. It uses visual indicators on a 4-point scale to show how you compare to the comparison group in a straightforward, candidate-friendly format.

The report is designed to be constructive and empowering:

- It highlights your strengths and areas for development.
- Feedback emphasises individuality rather than being ‘good’ or ‘bad’ at something.
- The report offers alternative approaches and practical tips to support your growth.

The Candidate Feedback Report is available in English, Spanish, French, Italian, Dutch, German, Chinese, and Arabic.



Useful Knowledge Base Article

For guidance on interpreting your feedback report, please see: [Will I receive a report after completing the assessment and how do I interpret my results?](#)

Fairness

Why Does Fairness Matter to Us?

At Arctic Shores, we are committed to ensuring every candidate has an equal opportunity to showcase their strengths and potential, regardless of their background. Our task-based assessment is designed to be immersive and behaviourally focused, allowing candidates to demonstrate their potential without relying on prior knowledge or experience.

How Is Fairness Tested and Monitored?

Monitoring and Minimising Bias

We are committed to promoting equal opportunities. In psychometric testing, this means actively working to prevent unfair differences in how different groups perform. We take this responsibility seriously, which is why we continually evaluate and monitor our tasks to identify and mitigate potential bias.

We evaluate performance using established scientific methods, checking across key demographic groups including gender, ethnicity, age, neurodivergent status, and socio-economic background. Our science and product teams thoroughly interrogate the data to ensure our assessments remain as fair and equitable as possible.

Continuous Monitoring

Fairness is not a one-time check. We continuously monitor our assessment data to ensure it remains fair over time:

- We analyse live campaign data across demographic groups on an ongoing basis.
- We gather candidate feedback through post-assessment surveys, capturing perceptions of fairness alongside demographic information.
- We regularly review our tasks, and make updates if required.

Our commitment

Fairness is embedded in every stage of our process — from the original design of each task, through validation and testing, to ongoing monitoring of live data. We are committed to providing an assessment experience that gives every candidate an equal and meaningful opportunity to demonstrate their potential.

What Are Reasonable Adjustments?

In recruitment and selection, a reasonable adjustment refers to changes or accommodations made to help remove or reduce any disadvantages faced by individuals with disabilities or neurodivergent conditions. These adjustments ensure all candidates have an equal opportunity to demonstrate their abilities and potential.

Our reasonable adjustments align with guidelines from regulatory bodies such as the Equality and Human Rights Commission (EHRC) and the Equal Employment Opportunity Commission (EEOC).

How Are Reasonable Adjustments Developed?

Our reasonable adjustments are grounded in scientific research and developed using four key sources:

- Scientific Literature – We regularly review academic research to ensure our methods are supported by proven science.
- Live Candidate Data – Where available, we analyse candidate data to identify which adjustments enhance fairness.
- Validation with Research Participants – We test and validate adjustments with research participants to ensure they are effective.
- Ongoing Monitoring – Our psychometric experts regularly review the effectiveness of adjustments and improve them over time.

What Reasonable Adjustments are available?

Our cognitive scientists and psychologists design adjustments specific to each task to address the behavioural impacts of various neurodivergences, disabilities, or other health conditions, to ensure a more equitable assessment process. Depending on your individual circumstances, **scoring adjustments and / or additional time** may be applicable in line with best practice for any of the following:

- **Dyslexia**
- **Dyspraxia**
- **Dyscalculia**
- **Dysgraphia**
- **ADHD**
- **Autism**
- **Mental Health Conditions**
- **Epilepsy**
- **ME / Chronic Fatigue Syndrome**
- **Multiple Sclerosis**
- **Physical Disabilities**
- **Colour blindness** – *no adjustment needed; the assessment is fully accessible*
- **Deafness** – *no adjustment needed; the assessment is fully accessible*