

ASSESS ABILITIES TESTING OPTIONS

ABILITIES TESTING for Managers, Professionals & Executives

The following Abilities Tests are used in combination with the ASSESS System. These paper and pencil based tests are administered at your location and then input into the ASSESS online form. There is no additional cost for these abilities tests, other than the related testing supplies (paper test booklets, answer sheets, and scoring keys).

RAVEN'S STANDARD PROGRESSIVE MATRICES (Abstract Reasoning)

The Standard Progressive Matrices is a word-free, number-free, culture-fair measure of abstract reasoning ability. More specifically, it provides a measure of one's ability to perceive and understand concepts by asking examinees to determine the relationship between a series of figures and identify the figure which will complete the system of relations. This test provides an indication of an individual's capacity for observation, operational problem solving, and learning. It is a good, general purpose test of "thinking power" and is best used in conjunction with another test such as the Thurstone Test of Mental Alertness. Not timed — estimate 30 minutes to complete.

THURSTONE TEST OF MENTAL ALERTNESS

This test provides a measure of one's flexibility in thinking and intellectual quickness. The candidate must think quickly to solve verbal and quantitative problems and must be able to quickly "switch gears" back and forth between problem types. It reflects the strength of an individual's verbal and quantitative reasoning skills and their ability to learn quickly, adapt to new problem situations and comprehend complex relationships. A good measure of the type of "on your feet" abilities required in professional sales jobs. It is recommended for professional, entry level and lower management, sales, and administrative positions. Timed test — 20 minutes.

EMPLOYEE APTITUDE SURVEY (EAS)

The Employee Aptitude Survey test series predicts performance for occupational groupings throughout the organization — from entry-level to management — measuring cognitive, perceptual, and psychomotor abilities including reasoning, numerical, verbal, and spatial ability. Multiple uses including pre-employment, promotional, training and development. Use with ASSESS Screening, Selection and Development Reports

EAS-7 Verbal Reasoning — measures the ability to analyze verbal information and to deduce logical conclusions from that information. A quick verbal reasoning test. Timed test — 5 minutes.

EAS-1 Verbal Comprehension — measures the ability to understand written words and the ideas associated with them. It includes the ability to read, understand, and interpret written materials. Timed test — 5 minutes.

EAS-2 Numerical Ability — measures the ability to perform mathematical calculations quickly and accurately. It includes adding, subtracting, multiplying, and dividing integers, decimals, and fractions. Timed test — 10 minutes.

ARITHMETIC REASONING (RBH)

This test measures the individual's ability to handle figures quickly and accurately. The Arithmetic Reasoning Test is a business arithmetic test which measures one's ability to solve word problems related to math used in business such as determining wage rates, discounts, percents, averages, etc. Recommended for middle and lower level positions. Timed test — 15 minutes.

Select, Assess & Train

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The ASSESS for Executives, Managers & Professionals system is...

- Immediate testing, evaluation and reporting
- Validated by organization psychologists
- Online, Web-based system, with paper / pencil input online option
- Inexpensive, automated assessment system

ASSESS subscribes to American Psychological Association (APA) and EEOC guidelines.

ASSESS Abilities Testing for Manager, Professional & Executive Positions

ASSESS is designed to accept these intellectual abilities tests, which is a feature unique to this system. Depending upon the requirements of the position and the time available for testing, a candidate may be given any combination of these tests.

	Middle Management	Professionals	Professional Sales	Administrative
Raven's Standard Progressive Matrices Not timed; estimate 30 minutes to complete	✓	✓	✓	✓
Thurstone Test of Mental Alertness Timed; 20 minutes	●	✓	✓	✓
EAS-7 Verbal Reasoning Timed test; 5 minutes	●	●	●	●
EAS-1 Verbal Comprehension Timed test; 5 minutes	✓	✓	●	●
EAS-2 Numerical Ability Timed test; 10 minutes.	▲	▲	▲	▲
ARITHMETIC REASONING (RBH) Timed test; 15 minutes	▲	▲	▲	▲

- ✓ = Recommended
- = Optional or alternative
- ▲ = As required by job content
- X = Not appropriate

FORMAT:

Paper & Pencil Questionnaire → Online Input

Test booklets, answer forms, and some offer scoring grids