

# MAS Business Fundamentals

Standard version | 25 minutes | 3 tests | 48 items    Advanced version | 20 minutes | 3 tests | 33 items

More informative, mental agility-focused alternatives to traditional abstract, verbal and numerical cognitive ability tests. Available in International English with norms for primary English speakers and secondary English speakers.

**MAS Business Fundamentals Advanced**  
Sample Test

### Cognitive Ability

The Fundamental Abilities Quotient is an indicator of a person's cognitive versatility in performing at a high level across diverse work tasks. A score between 85 and 115 is within the average range for the norm group. Only a very small number of similarly qualified people would be expected to score above 130 or below 70.

Note: This assessment is designed to help differentiate people in terms of low, average and high combined test scores. It is important to not over-interpret small differences in these scores.

Who score in this range achieved a higher combined score than most of their peers. They are cognitively versatile in quickly and accurately dealing with a variety of tasks and activities.

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Appendix

The table below includes details of the person's performance on the constituent tests. Norms have not been applied to these raw scores.

<b>WORKING MEMORY</b>	12 Questions	50%
<b>VOCABULARY</b>	16 Questions	67%
<b>FINANCIAL REASONING</b>	6 Questions	67%

**WORKING MEMORY**  
People who score highly have the ability to temporarily hold information in mind to work on problems and think of solutions. They find quickly and are able of grasping new concepts and understanding complex tasks in information. They have the potential to identify creative solutions to challenging problems, keep track of details and multi-task effectively. They are able to manage complex job tasks and achieve high levels of productivity. They can quickly acquire new skills and knowledge through training.

**VOCABULARY**  
People who score highly have a sophisticated vocabulary and the ability to quickly understand the meaning of a range of professional, technical and more casual words. An individual's vocabulary ability has a substantial relationship with their career progression and educational achievement. People who are also quick to draw on their depth of language knowledge have the advantage over those who do not. People who can 'think on their feet' to select the most appropriate words to use in conversations, presentations and meetings.

**FINANCIAL REASONING**  
People who score highly can quickly understand and solve problems drawing on data presented in tables and charts, graphs or financial statements, currency conversions and financial terms. In the workplace they will readily understand financial concepts and have the advanced numerical reasoning skills to critically analyse financial and statistical data. They are able to make quick calculations to arrive at solutions to more complex problems.

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## COGNITIVE ABILITY COMPONENT

- Standard version includes tests of working memory, mental arithmetic and vocabulary. Advanced version includes tests of working memory, financial reasoning and vocabulary.
- All tests are in a mental agility format and sample fluid ability and crystallized knowledge to identify cognitively versatile people.
- Scores are combined algorithmically to derive the Fundamental Abilities Quotient - an overall estimate of general ability - for easy comparison of test takers.

**MAS Business Fundamentals Advanced**  
Sample Test

### Decision Making Style

The matrix below shows nine broad Decision Making Styles. A person is placed in one of the nine cells based on their Fundamental Abilities Quotient and the level of confidence they maintained in the answers they gave to the test questions. An incisive person on this assessment is considered to be a cognitively versatile, confident and accurate decision maker.

CONFIDENCE IN ANSWERS	High	Highly Overconfident	Confident	Incisive
	Average	Overconfident	Pragmatic	Analytical
	Low	Realistic	Underconfident	Highly Underconfident
		Low	Average	High
		FUNDAMENTAL ABILITIES QUOTIENT		

This person's Decision Making Style on this assessment

The section below includes general statements about people who are located in this cell. Individuals may vary in the extent to which they display these characteristics.

**Confident**

**General characteristics**  
They have average ability and high confidence, and lean towards overconfident decision making. They generally approach situations with faith in their abilities, optimism and an eagerness to get on with their work. They tend to be self sufficient, self directed and action oriented. Their confident 'can do' approach and sound ability levels may be of benefit in a wide range of jobs where they are required to deal with unfamiliar people or situations, but it also opens up the possibility of sub-optimal decision making.

**Profile Strengths**

- Sound problem solving ability
- Willingness to make decisions
- Strong action orientation

**Profile Weaknesses**

- Overestimates true abilities
- Potential to skim over the risks in some decisions
- May pay insufficient attention to detail in some circumstances

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## DECISION MAKING COMPONENT

- Includes insights into a test taker's decision making style by sampling their metacognition - the test taker has to 'think about their thinking' and indicate the confidence they have in the answers they give to test questions.
- Identifies high potential people whose cognitive versatility is matched by confident, accurate and timely decision making.
- Uncovers people who show consistent patterns of overconfidence or underconfidence in their cognitive abilities.

- All tests include individual question timing and cut off limits that challenge target groups. Time intervals in the Advanced version are shorter than those in the Standard version.
- Real time analysis of test taker behaviour to deter and detect cheating.
- Feedback Reports available to candidates.

# MAS General Potential

**Standard version** | 15 minutes | 2 tests | 28 items    **Advanced version** | 12 minutes | 2 tests | 20 items

More informative, working memory-focused alternatives to traditional standard and advanced abstract/diagrammatic reasoning tests. Fast administration times and available in multiple languages.

**MAS General Potential Advanced**  
Sample Test

### Cognitive Ability

The General Potential Quotient is an indicator of a person's learning and problem solving capacity. A score between 85 and 115 is within the average range for the norm group. Only a very small number of similarly qualified people would be expected to score above 130 or below 70.

**Note:** This assessment is designed to help differentiate people in terms of low, average and high learning and problem solving capacity. It is important to not over-interpret small differences in scores.

People who score in this range may require more time to learn and solve problems than most of their peers. They may be better suited to lower complexity graduate positions.

People who score in this range are likely to have the learning and problem solving capacity to meet the demands of a wide range of graduate positions in the world of work.

People who score in this range are agile thinkers with the potential to master complex job tasks and achieve high levels of productivity. They can quickly acquire new skills through training.

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### How is the General Potential Quotient derived?

It is a weighted combination of the percentage of test questions answered correctly and, depending on the norm group, also factors in a person's speed of responding. Accordingly, people who have similar raw test scores may not achieve the same General Potential Quotient.

	WORKING MEMORY	REASONING
This person's score on this test:	<b>83%</b>	<b>88%</b>
12 Questions	8 Questions	
# Correct	10	7
# Incorrect	1	1
# Timed Out	1	0

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## COGNITIVE ABILITY COMPONENT

- The Standard version includes a test of working memory and a test of numerical operations.
- The Advanced version includes a test of working memory and a test of numerical inductive reasoning.
- They sample fluid ability as an unbiased and objective measure of general learning and problem solving potential.
- Scores are combined algorithmically to derive the General Potential Quotient for easy comparison of test takers.

**MAS General Potential Advanced**  
Sample Test

### Decision Making Style

The matrix below shows nine broad Decision Making Styles. A person is placed in one of the nine cells based on their General Potential Quotient and the level of confidence they maintained in the answers they give to the test questions. An Inclusive person on this assessment is considered to be a fast and confident learner, problem solver and decision maker.

	High	Highly Overconfident	Confident	Inclusive
Average	Overconfident	Pragmatic	Analytical	
Low	Realistic	Underconfident	Highly Underconfident	
	Low	Average	High	
	GENERAL POTENTIAL QUOTIENT			

This person's Decision Making Style on this assessment

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The section below includes general statements about people who are located in this cell. Individuals may vary in the extent to which they display these characteristics.

<b>Inclusive</b>	<p><b>General characteristics</b></p> <p>They have high ability matched by high levels of confidence in their ability. They are very competent decision makers who can make accurate judgements and usually display a high level of insight into the extent of their knowledge. They are expected to be generally self assured, self directed, perceptive and astute. They are well suited to positions that have a requirement for independent action and autonomous decision making, and they are also generally resilient in absorbing work stress and pressure.</p>	<p><b>Profile Strengths</b></p> <ul style="list-style-type: none"> <li>• High level of problem solving ability</li> <li>• Can make fast, accurate decisions, while knowing when to seek advice</li> <li>• Strong leadership potential</li> </ul> <p><b>Profile Weaknesses</b></p> <ul style="list-style-type: none"> <li>• Might have difficulty delegating decisions to other team members</li> <li>• May show impatience with less capable people</li> <li>• Potential to take on too many responsibilities</li> </ul>
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## DECISION MAKING COMPONENT

- Includes insights into a test taker's decision making style by sampling their metacognition - the test taker has to 'think about their thinking' and indicate the confidence they have in the answers they give to test questions.
- Identifies high potential people whose strong cognitive capacity is matched by confident, accurate and timely decision making.
- Uncovers people who show consistent patterns of overconfidence or underconfidence in their cognitive abilities.

All tests include individual question timing and cut off limits that challenge target groups. Time intervals in the Advanced version are shorter than those in the Standard version.

Real time analysis of test taker behaviour to deter and detect cheating.

Candidate Reports available to provide feedback.

# MAS Numerical

Advanced version | 20 minutes | 3 tests | 34 items

A more informative, mental agility-focused alternative to traditional numerical aptitude assessments for use with graduate and professional level personnel. Available in multiple languages.

**MAS Numerical Advanced**  
Sample Test

**Cognitive Ability**

The Numerical Quotient is an indicator of a person's numerical ability. A score between 85 and 115 is within the average range for the norm group. Only a very small number of similarly qualified people would be expected to score above 130 or below 70.

Note: This assessment is designed to help differentiate people in terms of low, average and high numerical ability. It is important to not over-interpret small differences in scores.

125

70      85      100      115      130

People who score in this range      People who score in this range      People who score in this range

People who score in this range are around average and capable as most of us in understanding numerical and problems. They are likely to be highly efficient in dealing with problems which draw on their numerical reasoning abilities.

People who score in this range are strong numbers people and are able to solve numerical and financial problems quickly and accurately. They are likely to be highly efficient in dealing with problems which draw on their numerical reasoning abilities.

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**MAS Numerical Advanced**  
Sample Test

**Appendix**

The table below indicates details of this person's performance on the constituent tests. Items have not been applied to these raw scores.

Component	Score	Questions	Correct	Failed
Mental Arithmetic	90%	20	18	2
Pattern Recognition	75%	8	6	2
Financial Reasoning	67%	6	4	2

**MENTAL ARITHMETIC**

People who score highly are able to perform fundamental mathematical calculations including addition, subtraction, division and multiplication without the use of a calculator or pen and paper.

In the workplace they will be able to undertake a variety of calculations involving percentages, such as performing quick mental calculations, being measurements, and making mathematical operations without the need for help or assistance.

**PATTERN RECOGNITION**

People who score highly are able to quickly analyse numerical data and identify trends and patterns in order to make correct predictions.

In the workplace they will use their reasoning skills to quickly and accurately read and analyse information presented in charts, tables and other forms of tabular data. They can spot anomalies and errors, make logical predictions and solve problems, based upon their accurate interpretation of numerical information.

**FINANCIAL REASONING**

People who score highly can rapidly understand and solve problems involving financial concepts such as the interest rate, currency conversions and financial markets.

In the workplace they will be able to understand financial concepts and use the advanced numerical reasoning skills to critically analyse financial and statistical data, make logical predictions and make quick calculations to arrive at solutions to more complex problems.

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## COGNITIVE ABILITY COMPONENT

- Includes tests of mental arithmetic, numerical pattern recognition and financial reasoning at a graduate and professional level.
- Samples fluid reasoning ability and numerical crystallized knowledge in a mental agility format to identify genuinely quick and accurate 'numbers people'.
- Scores are combined algorithmically to derive the Numerical Quotient for easy comparison of people.

**MAS Numerical Advanced**  
Sample Test

**Decision Making Style**

The matrix below shows nine broad Decision Making Styles. A person is placed in one of the nine cells based on their Numerical Quotient and the level of confidence they maintained in the answers they gave to the test questions. An Inclusive person on this assessment is considered to be a highly numerate, confident and accurate decision maker.

CONFIDENCE IN ANSWERS	High	Confident	Inclusive
	Average	Overconfident	Pragmatic
Low	Realistic	Underconfident	Highly Underconfident

NUMERICAL QUOTIENT

Low      Average      High

This person's Decision Making Style on this assessment is **Analytical**.

The section below includes general statements about people who are located in this cell. Individuals may vary in the extent to which they display these characteristics.

<p><b>General characteristics</b></p> <p>Despite a high level of ability, their confidence levels are only average, and they tend towards underconfident decision making. While highly capable, they may not always trust their judgement and are inclined to recheck their thinking before making a decision. A cautious approach combined with high ability levels may be sought after in jobs where careful consideration and a high level of accuracy is of utmost importance. It may be less desirable in positions that require rapid decision making under time pressure.</p>	<p><b>Profile Strengths</b></p> <ul style="list-style-type: none"> <li>• High level of problem solving ability</li> <li>• Careful in reviewing information and arriving at a solution</li> <li>• Checks thinking and seeks advice as appropriate</li> </ul>	<p><b>Profile Weaknesses</b></p> <ul style="list-style-type: none"> <li>• Underestimates true abilities</li> <li>• Reluctant to make rapid decisions</li> <li>• Conservative in relation to risk</li> </ul>
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## DECISION MAKING COMPONENT

- Includes insights into a test taker's decision making style by sampling their metacognition - the test taker has to 'think about their thinking' and indicate the confidence they have in the answers they give to test questions.
- Identifies high potential 'numbers' people who have high numerical problem solving ability matched by confident, accurate and timely decision making.
- Uncovers people who show consistent patterns of overconfidence or underconfidence in their numerical abilities.

Feedback Reports available to candidates.

Equitable and fair test design to give all test takers the same opportunity to compete questions within a cut off time.

Real time analysis of test taker behaviour to deter and detect cheating.