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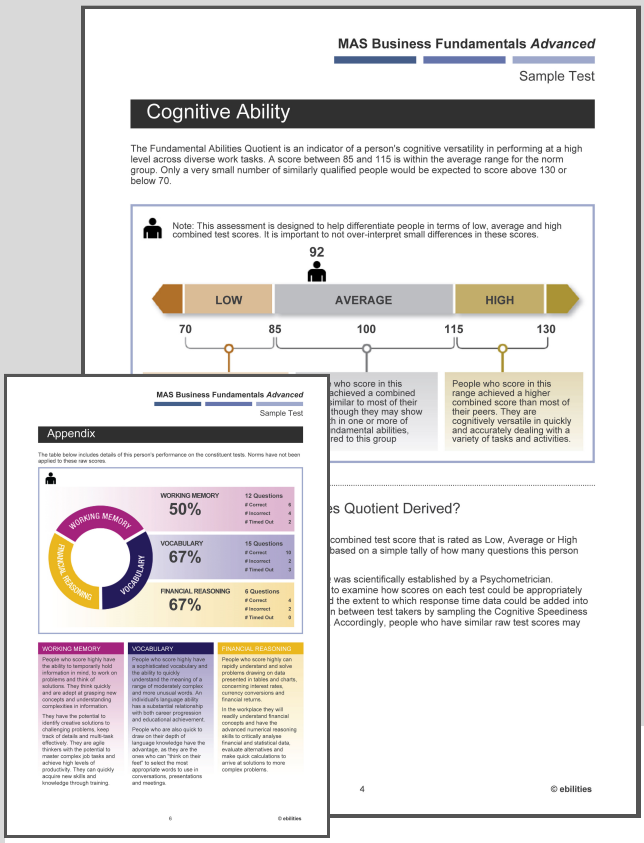
MODERN PSYCHOMETRICS

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.
92
LOW
AVERAGE
HIGH
70
85
100
115
130
People 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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MAS Business Fundamentals *Advanced*
Sample Test
Appendix
WORKING MEMORY
50%
12 Questions
VOCABULARY
67%
15 Questions
FINANCIAL REASONING
67%
6 Questions
WORKING MEMORY
VOCABULARY
FINANCIAL REASONING
6
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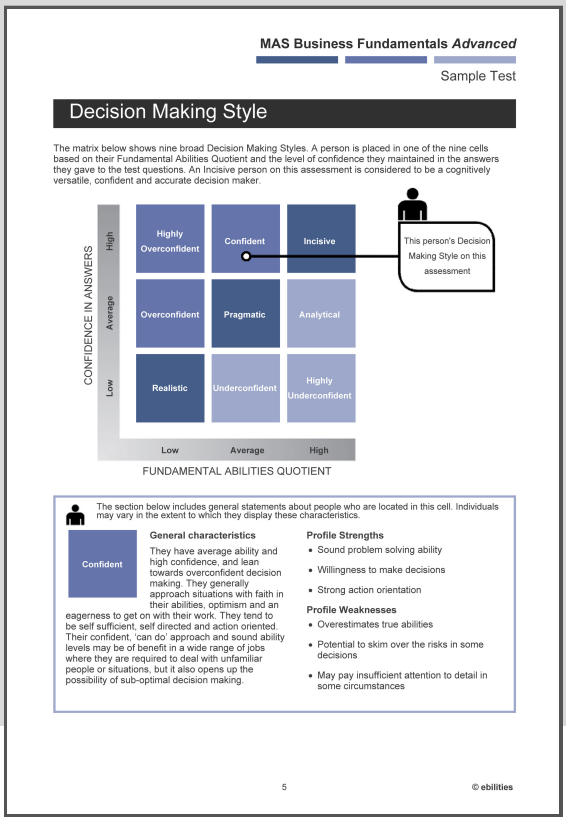
MAS Business Fundamentals *Advanced*
Sample Test
Decision Making Style
The matrix below shows nine broad Decision Making Styles. A person is placed in one of the nine cells based on their Fundamental Abilities Quotient and the level of confidence they maintained in the answers they gave to the test questions. An Incisive person on this assessment is considered to be a cognitively versatile, confident and accurate decision maker.
CONFIDENCE IN ANSWERS
High
Average
Low
Highly Overconfident
Confident
Incisive
Overconfident
Pragmatic
Analytical
Realistic
Underconfident
Highly Underconfident
This person's Decision Making Style on this assessment
Low
Average
High
FUNDAMENTAL ABILITIES QUOTIENT
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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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.

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.

Metacognitive Assessment Series MAS

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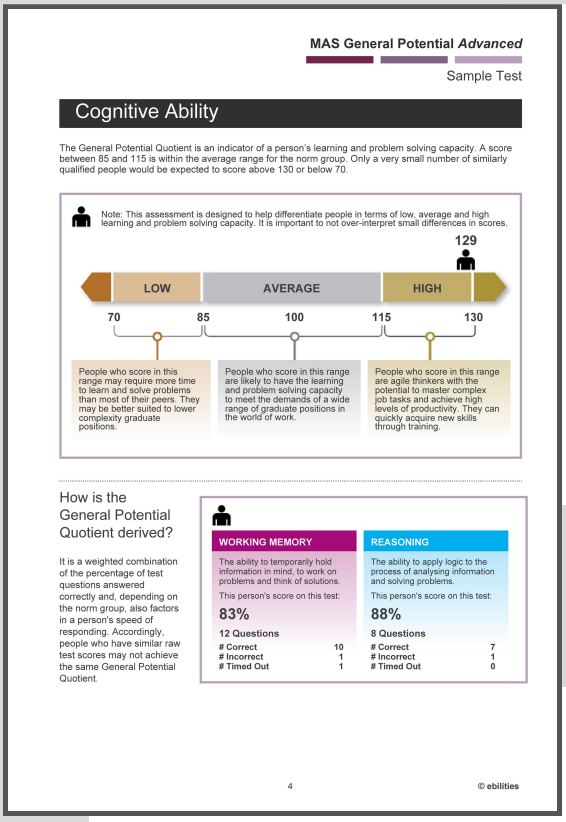
MODERN PSYCHOMETRICS

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.
129
LOW
AVERAGE
HIGH
70
85
100
115
130
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.
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
The ability to temporarily hold information in mind, to work on problems and think of solutions.
This person's score on this test:
83%
12 Questions
Correct 10
Incorrect 1
Timed Out 1
REASONING
The ability to apply logic to the process of analysing information and solving problems.
This person's score on this test:
88%
8 Questions
Correct 7
Incorrect 1
Timed Out 0
4
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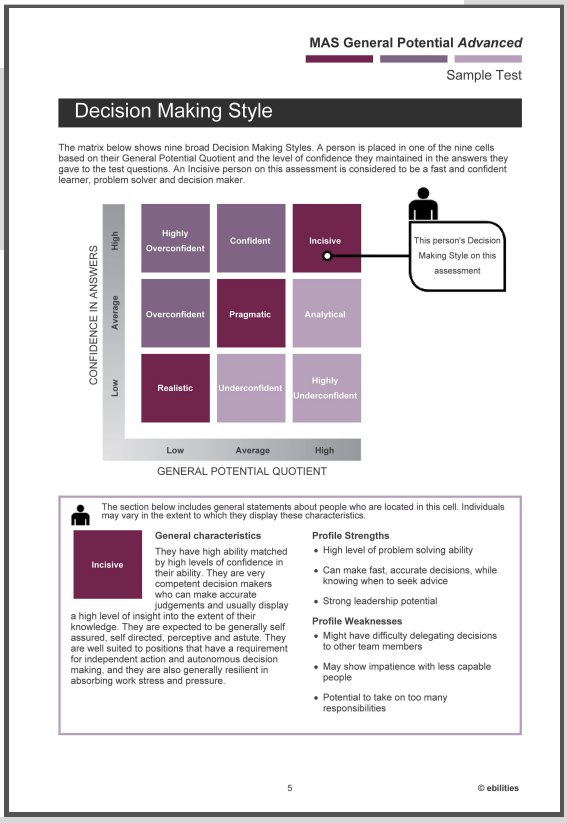
COGNITIVE ABILITY COMPONENT

- 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 gave to the test questions. An Incisive person on this assessment is considered to be a fast and confident learner, problem solver and decision maker.
CONFIDENCE IN ANSWERS
High
Average
Low
Highly Overconfident
Confident
Incisive
Overconfident
Pragmatic
Analytical
Realistic
Underconfident
Highly Underconfident
This person's Decision Making Style on this assessment
Low
Average
High
GENERAL POTENTIAL QUOTIENT
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.
Incisive
General characteristics
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.
Profile Strengths
- High level of problem solving ability
- Can make fast, accurate decisions, while knowing when to seek advice
- Strong leadership potential

Profile Weaknesses
- Might have difficulty delegating decisions to other team members
- May show impatience with less capable people
- Potential to take on too many responsibilities

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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.

Metacognitive Assessment Series MAS

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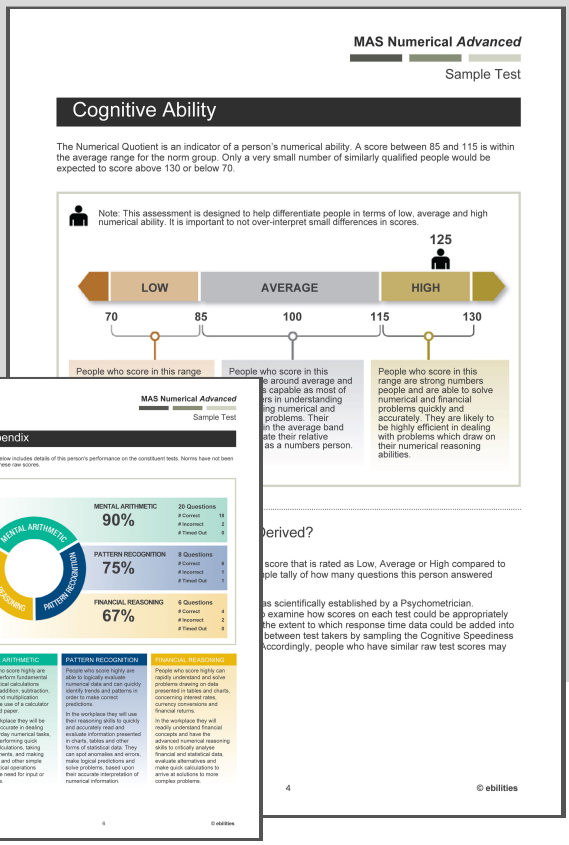
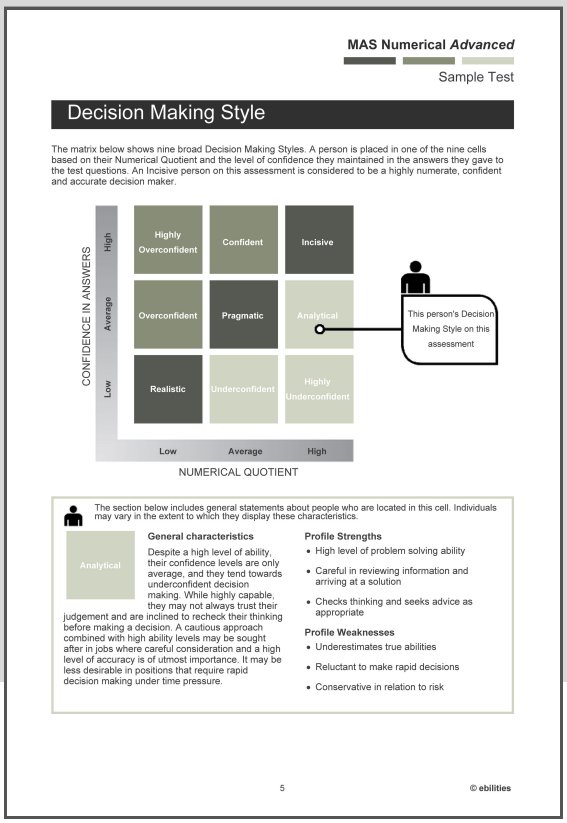
MODERN PSYCHOMETRICS

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.





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.

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.

Metacognitive Assessment Series MAS