



Joe Sample

Date: 08/31/2016 Time: 10:24 AM

Candidate ID: 44785 Email: sample@psymetricsinc.com

Organization: Sample Distributor

To ensure you are obtaining the full benefits available to you from the use of this assessment, please read the information contained in this report carefully. By using the information provided in this report, you are acknowledging that you understand the general guidelines for interpreting the assessment results.

While this assessment was designed to help assess various aspects of personality and/or skills, the report results are presented in terms of probabilities. False Positives and False Negatives are expected. PsyMetrics and the test developer are not liable for test taker behaviors.

PsyMetrics, Inc. and the test developer do not accept liability for any decisions made based on the use of this product.

© Copyright 2014 PsyMetrics, Inc. All rights reserved.

What the Mechanical Aptitude Test Measures

When selecting employees that will be performing jobs that involve mechanical or equipment repair, general building maintenance, knowledge of tools and/or general mechanical concepts, it is important to assess such skills objectively. Failure to do so could result in hiring individuals that could cause harm to themselves and those around them.

The Mechanical Aptitude Test (MAT) provides a valid, reliable and objective measure of an individual's knowledge of general mechanical concepts.

The test consists of 30 questions that touch on the following areas:

Electrical	The degree to which the individual has knowledge of basic electrical concepts.
Measurement	The degree to which the individual has knowledge of basic measurement and mathematical concepts.
Mechanical Movement	The degree to which the individual can conceptualize how moving one object might affect another.
Physical Properties	The degree to which the individual has a basic understanding of how varying weight distribution affects effort and safety.
Spatial Reasoning	The degree to which the individual is able to mentally manipulate various objects in order to determine how they might best be assembled or how they might best fit together.
Tools	The degree to which the individual has basic knowledge of common tools.

Interpreting The Mechanical Aptitude Test Results

The following page presents the Total Score Summary and Total Score Interpretation. This is followed by the Score Profile. The Score Profile includes the scores for all of the scales. The scores are presented in terms of percentiles. The percentile indicates how the candidate scored relative to all other individuals who have taken the assessment. For example, if a candidate's score on a particular scale shows as the 75th percentile, this indicates he/she scored better than 75% of all other people who have completed that scale.

The pages that follow the Score Profile provide detailed interpretations for each of the scales, as well as, management strategies and follow-up interview questions one can ask the candidate to obtain more insight with respect to areas needing development.



Total Score Summary



Total Score Interpretation

This candidate's total Profile score falls within the Average range. This candidate generally demonstrates average to moderate levels of the behaviors/skills assessed by this Profile. Review the individual scale details to better understand strengths and potential shortcomings. The candidate's total score is consistent with that of most other candidates.



The bar graph above shows the candidate's score pattern across all the dimensions assessed by this profile. The pages that follow offer detailed insight into each dimension score.

Score Profile



Electrical



Score Details

The degree to which the individual has knowledge of basic electrical concepts.

Joe Sample scored in the 97th percentile on Electrical (High), meaning Joe scored better than 97 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.



Incorrect: 0/5 = 0%

Correct/Total Possible: 5/5 = 100% Population Avg. Correct/Total Possible: 4/5=80%

Expected Job Behaviors

• Understands basic electrical concepts.

 Is able to apply basic electrical principles to job tasks.



Measurement



Score Details

The degree to which the individual has knowledge of basic measurement and mathematical concepts.

Joe Sample scored in the 75th percentile on Measurement (Average), meaning Joe scored better than 75 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.



Attempted: 5/5 = 100%

Correct: 4/5 = 80%

Incorrect: 1/5 = 20%

Correct/Total Possible: 4/5 = 80% Population Avg. Correct/Total Possible: 4/5=80%

Expected Job Behaviors

- Understands some basic measurement concepts.
- Has some understanding of basic math.
- Able to apply some measurement concepts to work tasks, but could have difficulty with others.

Joe Sample - Page 5



Mechanical Movement



Score Details

The degree to which the individual can conceptualize how moving one object might affect another.

Joe Sample scored in the 75th percentile on Mechanical Movement (High), meaning Joe scored better than 75 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.



Attempted: 5/5 = 100%

Correct: 4/5 = 80%

Incorrect: 1/5 = 20%

Correct/Total Possible: 4/5 = 80% Population Avg. Correct/Total Possible: 3/5=60%

Expected Job Behaviors

- Has a good understanding of how manipulating one object might affect another.
- Is likely to have good reasoning skills as they apply to mechanical motion.
- Is aware of the consequences brought about by mechanical movements.

Joe Sample - Page 6



Physical Properties



Score Details

The degree to which the individual has a basic understanding of how varying weight distribution affects effort and safety.

Joe Sample scored in the 97th percentile on Physical Properties (High), meaning Joe scored better than 97 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.



Attempted: 5/5 = 100%

Correct: 5/5 = 100%

Incorrect: 0/5 = 0%

Correct/Total Possible: 5/5 = 100% Population Avg. Correct/Total Possible: 4/5=80%

Expected Job Behaviors

- Has a good understanding of the effects weight distribution has on effort and safety.
- Is likely to have good reasoning when it comes to weight properties.
- Is aware of the negative consequences brought about by improper lifting of heavy goods.



Spatial Reasoning



Score Details

The degree to which the individual is able to mentally manipulate various objects in order to determine how they might best be assembled or how they might best fit together.

Joe Sample scored in the 40th percentile on Spatial Reasoning (Average), meaning Joe scored lower than 60 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.



Attempted: 5/5 = 100%

Correct: 3/5 = 60%

Incorrect: 2/5 = 40%

Correct/Total Possible: 3/5 = 60% Population Avg. Correct/Total Possible: 3/5=60%

Expected Job Behaviors

- Has average spatial reasoning skills.
- Can generally look at an object and mentally manipulate it to determine its ability to fit within other objects. However, more complex objects may be a challenge.
- Can generally understand and follow moderately complex assembly diagrams.
- This individualâ€[™]s score is consistent with most other candidates.



Tools



Score Details

The degree to which the individual has basic knowledge of common tools.

Joe Sample scored in the 50th percentile on Tools (Average), meaning Joe scored better than 50 percent of other candidates who have completed this assessment.



Skill Level

The graphic below shows the percentage of test items the candidate answered correctly compared to those answered incorrectly. This illustration is useful for assessing the degree of skill/knowledge the individual demonstrated.



Correct: 3/5 = 60%

Incorrect: 2/5 = 40%

Correct/Total Possible: 3/5 = 60% Population Avg. Correct/Total Possible: 4/5=80%

Expected Job Behaviors

• Understands usage of some common tools.

Management Strategies

This section of the report offers suggestions for developing or managing the candidate based on his/her Profile responses. The diagram below also offers a graphical representation of the areas covered by the Profile. The smaller the area, the more coaching/development might be required.

Electrical

- However, train them on relevant electrical topics to ensure knowledge can be put into practice.
- Expect that they will understand basic electrical concepts.



Mechanical Movement 75%

PSYMETRICS

perof Forecasting Elite Performance

- Physical Properties 97%
- Spatial Reasoning 40%
- Tools 50%

Measurement

- Expect this individual to have an average understanding of basic mathematical or measurement concepts; therefore he/she should be managed accordingly.
- He/she should be monitored when working on tasks that involve measurement or math concepts to ensure appropriate decisions are made.
- Ensure the individual understands complex instructions before he/she needs to implement them.



- Electrical 97%
- Measurement 75%
- Mechanical Movement 75%
- Physical Properties 97%
- Spatial Reasoning 40%
- Tools 50%

Mechanical Movement

- Expect that this candidate will understand the basic concepts of how components work together and how manipulating or moving one affects the other.
- However, train them on these specific concepts as they apply to the task at hand to ensure safe and efficient work performance.



- Electrical 97%
- Measurement 75%
- Mechanical Movement 75%
- Physical Properties 97%
- Spatial Reasoning 40%
- Tools 50%



Physical Properties

- Expect that this candidate will understand the basic concepts of proper weight distribution when lifting or when moving heavy objects.
- However, train them on these specific concepts as they apply to your organization to ensure safe outcomes.



- Electrical 97%
- Measurement 75%
- Mechanical Movement 75%
- Physical Properties 97%
- Spatial Reasoning 40%
- Tools 50%

Spatial Reasoning

- Expect this individual to be able to read and understand basic assembly diagrams. And to be able to manipulate certain objects in an effort to determine their relationships to other objects. With more complex tasks, however, this can be a challenge for him/her.
- Monitor his/her work to ensure it is up to expected standards.
- Discuss expectations with respect to speed and accuracy of assembly or tasks involving spatial reasoning.
- Set achievable, yet challenging goals to maintain or increase performance levels.

Tools

- Expect this individual to have some basic understanding of tool usage but not enough to go untrained.
- Train them on relevant tools to ensure knowledge can be put into practice.
- He/she should be monitored when working on tasks that involve tools to ensure work is done safely and correctly.

Z

- Electrical 97%
- Measurement 75%
- Mechanical Movement 75%
- Physical Properties 97%
- Spatial Reasoning 40%
- Tools 50%



- Electrical 97%
- Measurement 75%
- Mechanical Movement 75%
- Physical Properties 97%
- Spatial Reasoning 40%
- Tools 50%



Interview Guide

This report includes follow-up interview questions that focus on those areas where further development might be needed. These questions serve as an excellent guide during the hiring process, coaching or developmental efforts to further uncover potentially negative behavioral tendencies.

Electrical

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension.

Measurement

Question:

Tell me about jobs you have held that required you to take measurements. How accurate are your measurement skills? Response Notes:

Response Expected of a Poor Performing Employee		Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee	
1 2		3	4	5	6	7

Question:

Tell me about errors you have made that resulted from taking incorrect measurements. Response Notes:

Response Expected of a		Re	Response Expected of a			Response Expected of an	
Poor Performing Employee			Satisfactory Employee			Excellent Employee	
1	2	3	4	5	6	7	



Mechanical Movement

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension. Physical Properties

The candidate demonstrated a high level of skill in this area, therefore follow-up questions are not provided for this dimension.

Spatial Reasoning

Question:

Tell me about jobs you have had in the past where you have had to utilize your spatial reasoning abilities. That is, your skills at being able to mentally determine how certain objects might fit in a predetermined space. Response Notes:

Response Expected of a		Re	Response Expected of a			Response Expected of an	
Poor Performing Employee			Satisfactory Employee			Excellent Employee	
1	2	3	4	5	6	7	

Question:

When given an assembly diagram, how quickly can you determine exactly what needs to go where? Is this something you find easy to do?

Response Notes:

Response Expected of a Poor Performing Employee		R	Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee	
1 2		3	4	5	6	7	





Tools

Question:

Tell me what types of tools you used in your past job. Response Notes:

Response Expected of a Poor Performing Employee		Response Expected of a Satisfactory Employee			Response Expected of an Excellent Employee	
1	2	3	4	5	6	7

Question:

What types of tools have you had the most experience using? Which do you have little experience with? Response Notes:

Response Expected of a		Re	Response Expected of a			Response Expected of an		
Poor Performing Employee			Satisfactory Employee			Excellent Employee		
1	2	3	4	5	6	7		

Sum of Ratings

Number of Questions Rated

Average Rating

(Sum of all ratings divided by the number of questions rated.)