

MAS Business Fundamentals *Advanced* Assessment Report

Name: Sample Test



Using this Report

In reading and using this report, please note the following:

- The MAS Business Fundamentals assessment is designed to identify cognitively versatile people whose decision making is not influenced by overconfidence or underconfidence in their abilities. It samples both fluid ability and crystallized knowledge and combines scores algorithmically to allow easy comparison of people.
- This assessment also samples metacognition by requiring the test taker to 'think about their thinking' and to indicate the confidence they have in the answers they give to test questions. This is used to evaluate their Decision Making Style for any evidence of confidence bias.
- If the test was taken unsupervised, the person's results can be verified by a subsequent proctored verification test.
- The assessment provides supportive information for hiring or promotional decisions and should not be used as a sole source for denying employment or promotion. The results should be considered along with other information about the person before making a decision.
- Keep in mind the date of the report as the results are considered to be valid for a period of 12 months. The report must be kept securely and not retained beyond the agreed period.
- The information in this report is confidential and is intended for use by managers and recruiters responsible for the assessment.
- This report has been produced electronically by the ebilities application and there is no guarantee that the contents are unchanged from the original version. ebilities accepts no liability for this or for the consequences of the use of this report.

Information that is specific to the person named in this report can be quickly identified by looking for this icon:



Executive Summary

Cognitively versatile people are an asset to any organization. They can quickly solve problems and perform a variety of work tasks at a high level.

Their success is underpinned by three fundamental cognitive abilities. Firstly, they are fast learners who can adapt their knowledge and experience to new situations.

Secondly, they have good language knowledge to rapidly draw on in written and oral communication.

Thirdly, they are quick to understand and solve numerical problems and have a very good understanding of financial concepts.

This assessment measures these three abilities and combines the results into a single score – the **Fundamental Abilities Quotient** - to help identify your most cognitively versatile people.



Is this person cognitively versatile?

This person's Fundamental Abilities Quotient is **AVERAGE** compared to the scores of:

**Working Adults (Graduates)
Primary English Speakers**

This person is as cognitively versatile as most of their peers in dealing effectively with a variety of tasks and activities.

Fundamental Abilities Quotient	92
Working Memory	50%
Vocabulary	67%
Financial Reasoning	67%

Confident, timely and accurate decision making is an important component of job performance and is especially important in identifying people with high potential.

People who are overconfident may take ill-advised risks, fail to appreciate the consequences of their actions, and make poor decisions.

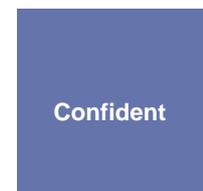
People who are underconfident may be overly cautious, doubt their judgement, and hesitate to act decisively when it's required.

This assessment evaluates a person's Decision Making Style to detect any patterns of overconfidence or underconfidence.



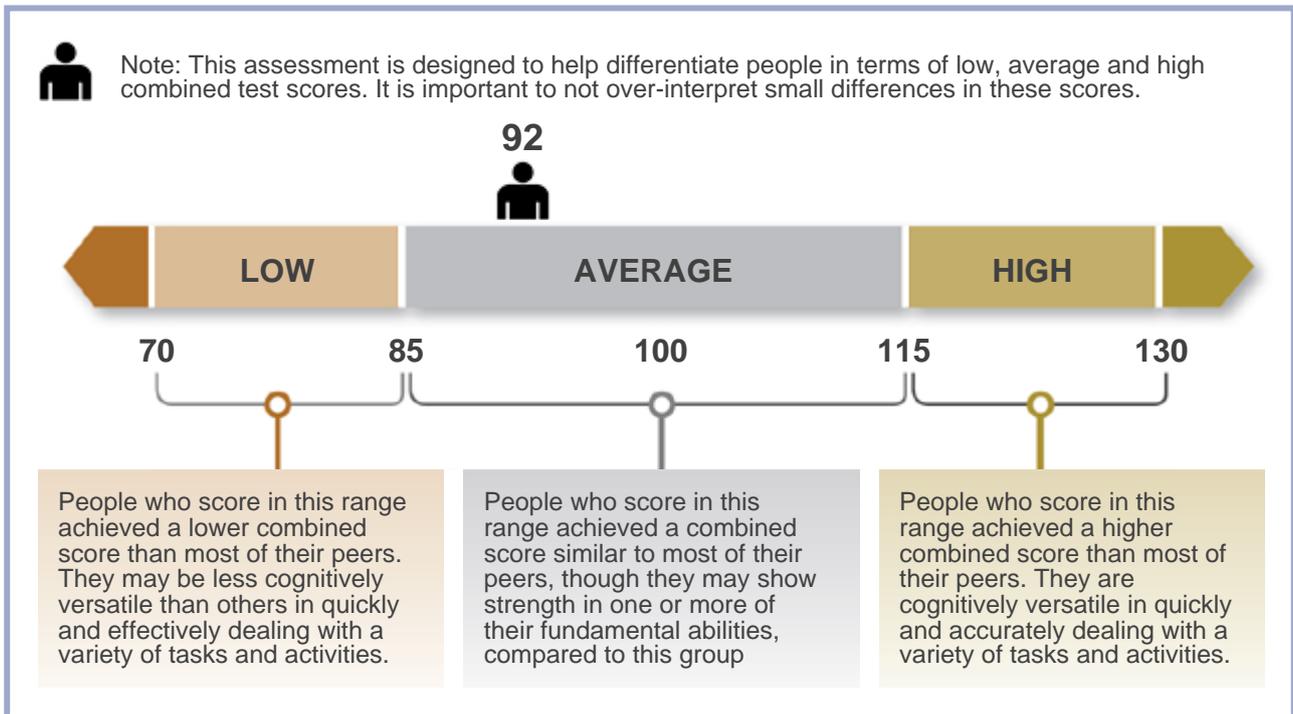
Is overconfidence or underconfidence likely to affect this person's decision making?

This person's Decision Making Style is **Confident**. He/She shows a tendency towards overconfident decision making.



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.



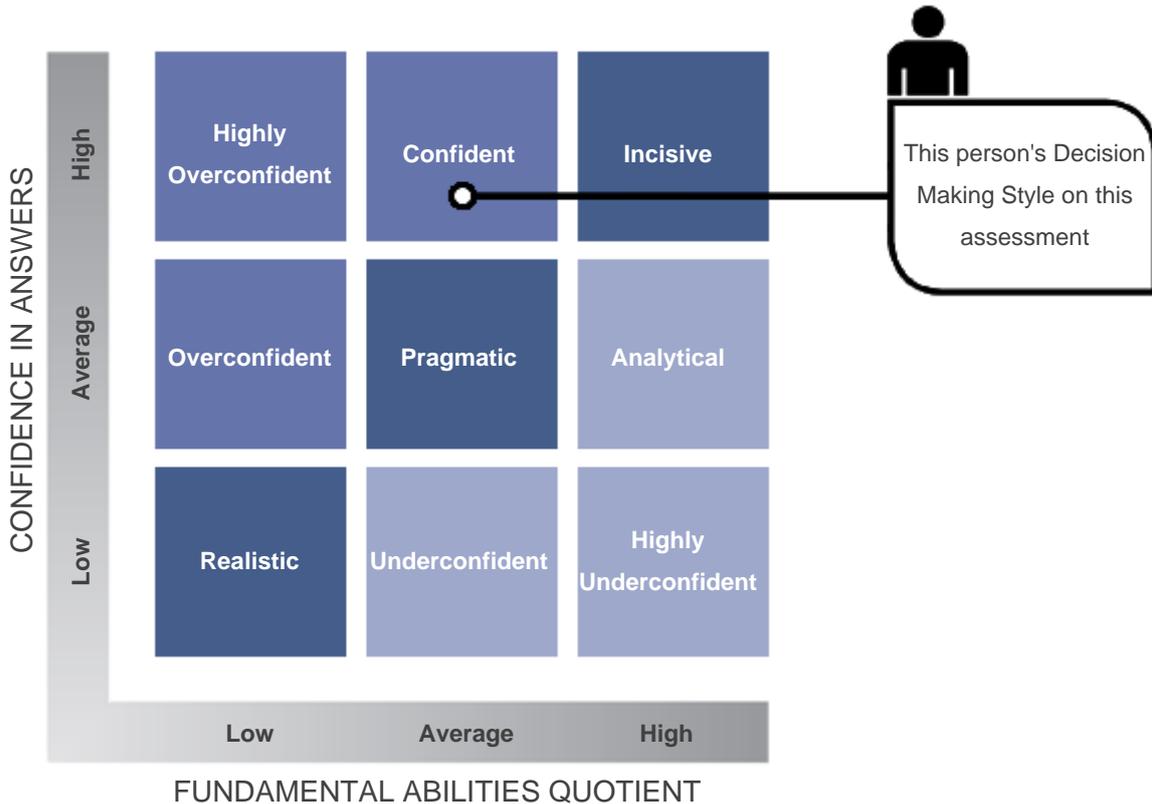
How is the Fundamental Abilities Quotient Derived?

The Fundamental Abilities Quotient (FAQ) is a combined test score that is rated as Low, Average or High compared to the selected norm group. It is not based on a simple tally of how many questions this person answered correctly.

The algorithm that is used to calculate the FAQ was scientifically established by a Psychometrician. Sophisticated statistical procedures were used to examine how scores on each test could be appropriately weighted and combined into a single score, and the extent to which response time data could be added into the algorithm to provide additional differentiation between test takers by sampling the Cognitive Speediness aspect of the Gf/Gc model of cognitive abilities. Accordingly, people who have similar raw test scores may not achieve the same FAQ.

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.



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.



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

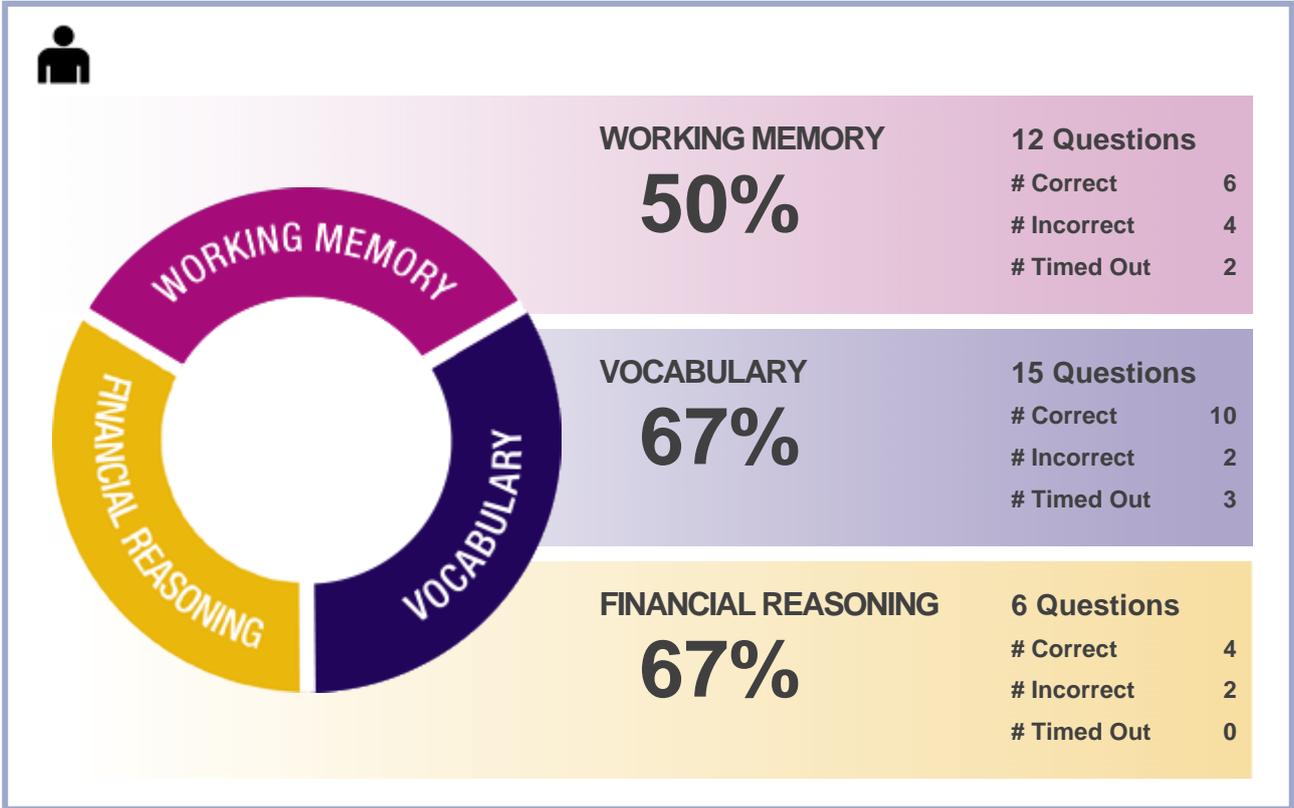
- Sound problem solving ability
- Willingness to make decisions
- Strong action orientation

Profile Weaknesses

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

Appendix

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



WORKING MEMORY

People who score highly have the ability to temporarily hold information in mind, to work on problems and think of solutions. They think quickly and are adept at grasping new concepts and understanding complexities in information.

They have the potential to identify creative solutions to challenging problems, keep track of details and multi-task effectively. They are agile thinkers with the potential to master 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 moderately complex and more unusual words. An individual's language ability has a substantial relationship with both career progression and educational achievement.

People who are also quick to draw on their depth of language knowledge have the advantage, as they are the ones 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 rapidly understand and solve problems drawing on data presented in tables and charts, concerning interest rates, currency conversions and financial returns.

In the workplace they will readily understand financial concepts and have the advanced numerical reasoning skills to critically analyse financial and statistical data, evaluate alternatives and make quick calculations to arrive at solutions to more complex problems.