

MAS General Potential *Standard* Assessment Report

Name: Sample Test

Using this Report

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

- The MAS General Potential assessment is designed to identify quick, confident learners and problem solvers whose decision making is not influenced by overconfidence or underconfidence in their abilities. It samples the working memory aspects of fluid ability using an unbiased and objective measure, 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 eilities application and there is no guarantee that the contents are unchanged from the original version. eilities 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

General potential is synonymous with learning and problem solving capacity.

People with high general potential are mentally agile. They think quickly, clearly and flexibly and are adept at grasping new concepts and understanding interrelationships and complexities in information.

They can solve challenging problems, keep track of details and multitask effectively. With the right training and knowledge, they are capable of reaching high levels of performance in any job.

This assessment combines the results of two cognitive ability tests into a single score – the **General Potential Quotient** – to quickly determine which candidates stand out in terms of their learning and problem solving capacity.



Does this person have high general potential?

This person's General Potential Quotient is **LOW** compared to the scores of:

Working Adults

This person may take more time to learn and solve problems than most of his/her peers, and may be better suited to lower complexity positions.

General Potential Quotient 76

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.



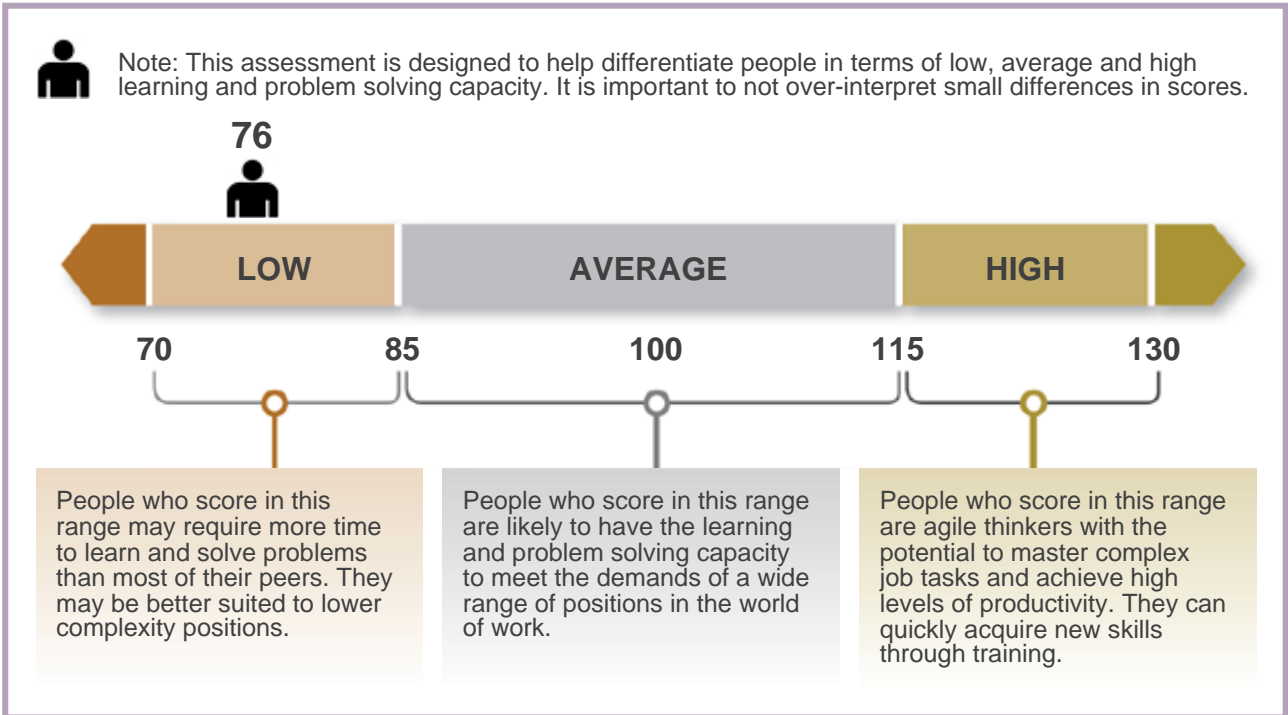
Is overconfidence or underconfidence likely to affect this person's decision making?

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

Overconfident

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.



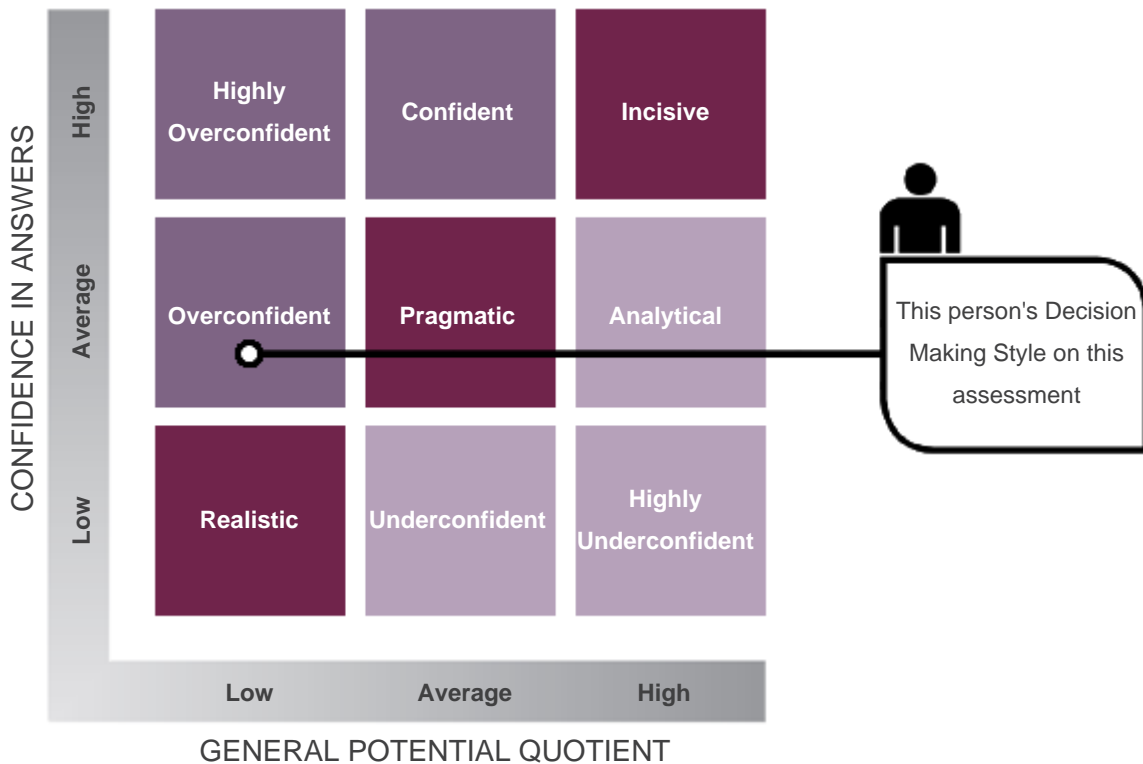
How is the General Potential Quotient derived?

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		MENTAL ARITHMETIC	
The ability to temporarily hold information in mind, to work on problems and think of solutions.		The ability to quickly perform basic numerical calculations without a calculator.	
This person's score on this test:		This person's score on this test:	
33%		25%	
12 Questions		16 Questions	
# Correct	4	# Correct	4
# Incorrect	7	# Incorrect	9
# Timed Out	1	# Timed Out	3

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.



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.

Overconfident

General characteristics

They have average confidence and low ability and lean towards overconfident decision making. They may not fully appreciate the limits of their ability and competence, and may trust

their own judgement in situations where seeking advice, clarification or more information could have resulted in better decision making. In view of their low ability levels, coupled with moderate confidence and tendencies towards action, they may be best suited to a structured role where there are clear limits on their decision making.

Profile Strengths

- Tendency towards action
- Faith in their abilities
- Confidence to act independently

Profile Weaknesses

- Lower level of problem solving ability
- Overestimates true abilities
- May not fully appreciate risks in some decisions