



**Joe Sample**

Date: 10/28/2014

Time: 8:25 AM

Candidate ID: 9714

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.

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## 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:

<b>Electrical</b>	The degree to which the individual has knowledge of basic electrical concepts.
<b>Measurement</b>	The degree to which the individual has knowledge of basic measurement and mathematical concepts.
<b>Mechanical Movement</b>	The degree to which the individual can conceptualize how moving one object might affect another.
<b>Physical Properties</b>	The degree to which the individual has a basic understanding of how varying weight distribution affects effort and safety.
<b>Spatial Reasoning</b>	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.
<b>Tools</b>	The degree to which the individual has basic knowledge of common tools.

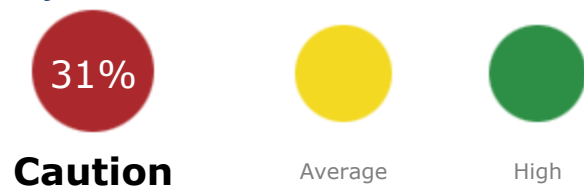
## Interpreting The Mechanical Aptitude Test Results

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.



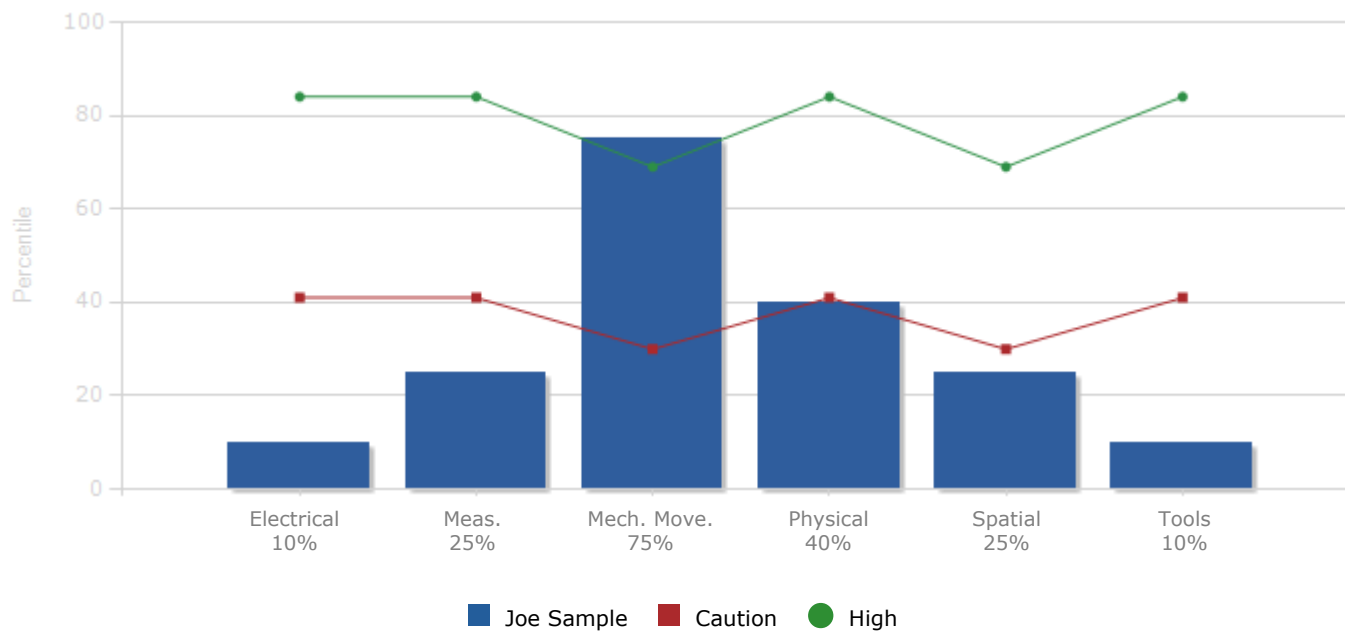
## Total Score Summary



## Total Score Interpretation

This candidate's total Profile score falls within the Caution range. This candidate generally demonstrates poor to below average levels of the behaviors/skills assessed by this Profile. Review the individual scale details to better understand strengths and potential shortcomings.

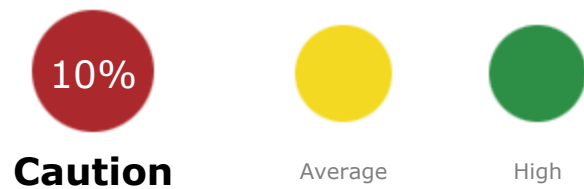
## Score Profile



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.



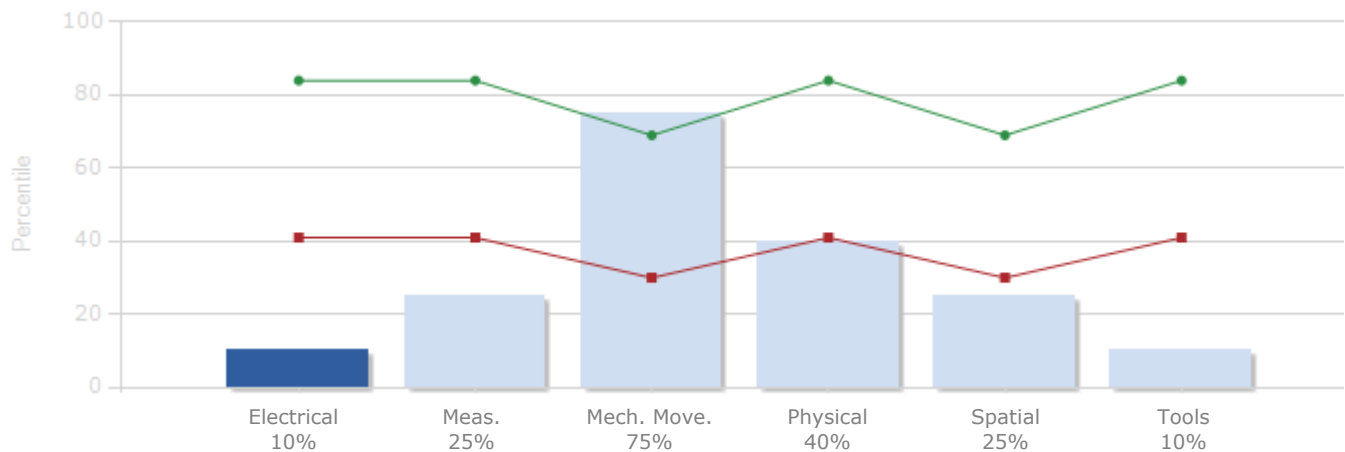
## Electrical



### Score Details

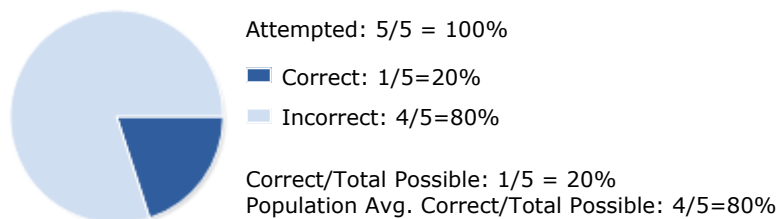
The degree to which the individual has knowledge of basic electrical concepts.

Joe Sample scored in the **10th** percentile on Electrical (Caution), meaning Joe scored lower than 90 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.

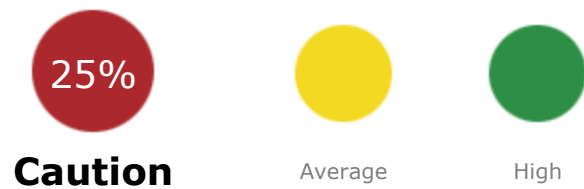


### Expected Job Behaviors

- Has difficulty with basic electrical concepts.
- This may be an area for development.
- May find it a challenge when applying electrical concepts to work tasks.



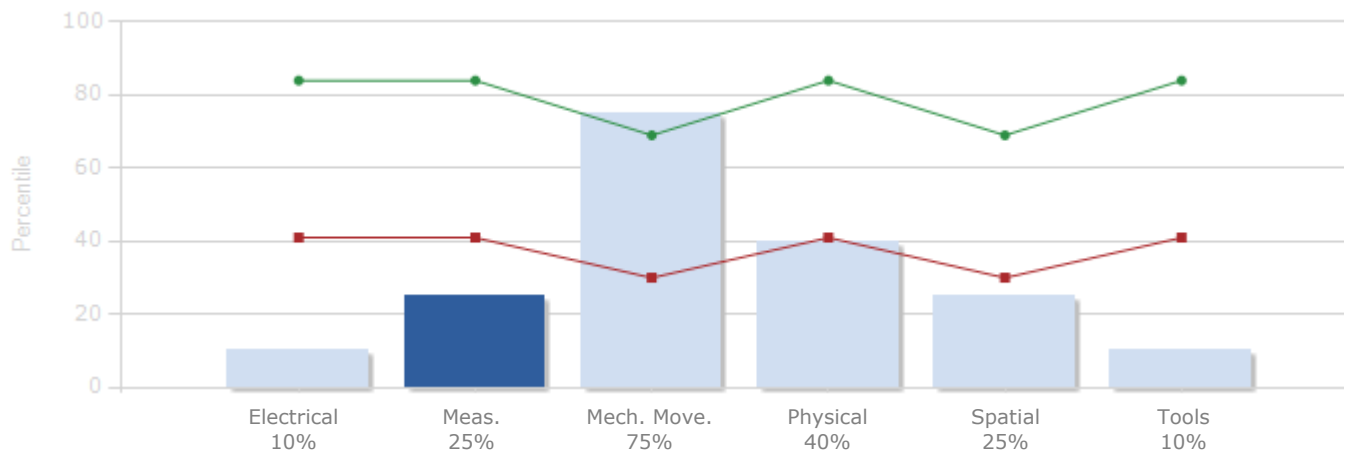
## Measurement



### Score Details

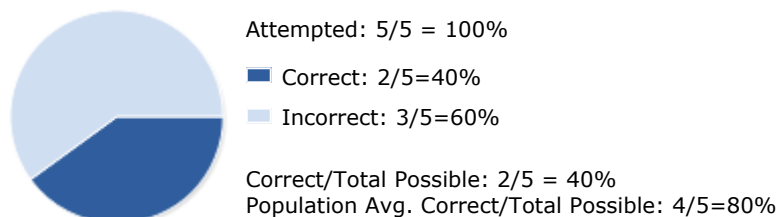
The degree to which the individual has knowledge of basic measurement and mathematical concepts.

Joe Sample scored in the **25th** percentile on Measurement (Caution), meaning Joe scored lower 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.



### Expected Job Behaviors

- Has difficulty with basic measurement concepts.
- May find it a challenge when applying measurement concepts to work tasks.
- May have trouble with basic math.
- This may be an area for development.



## Mechanical Movement



Caution



Average

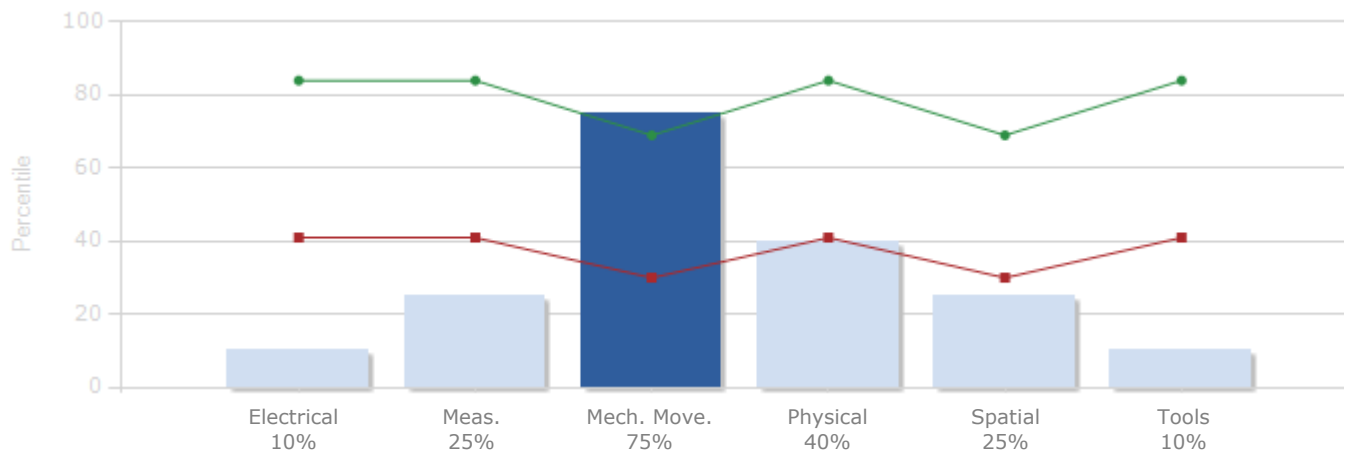


**High**

### Score Details

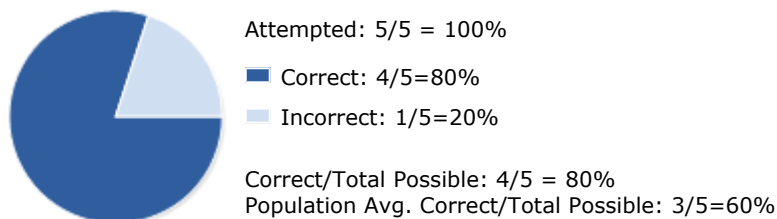
The degree to which the individual can conceptualize how moving one object might affect another.

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.

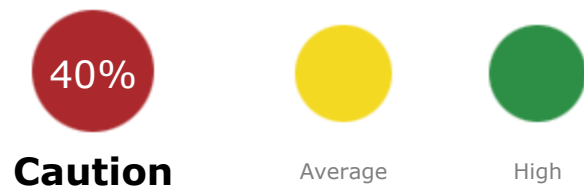


### Expected Job Behaviors

- 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.



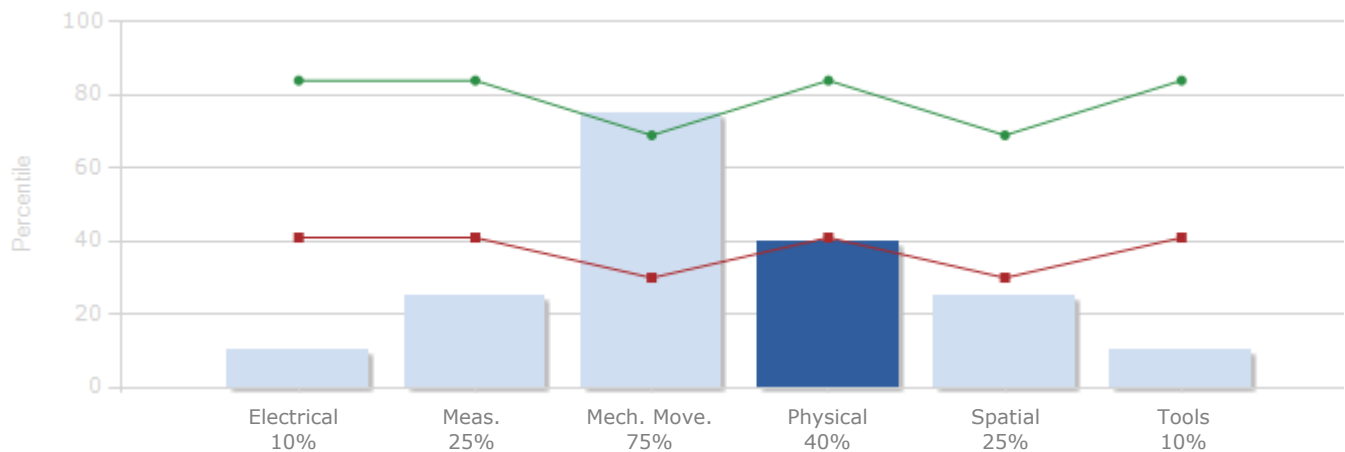
## Physical Properties



### Score Details

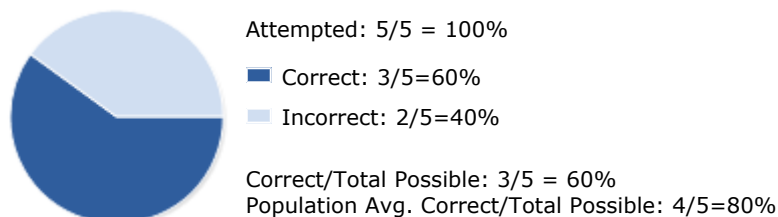
The degree to which the individual has a basic understanding of how varying weight distribution affects effort and safety.

Joe Sample scored in the **40th** percentile on Physical Properties (Caution), 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.

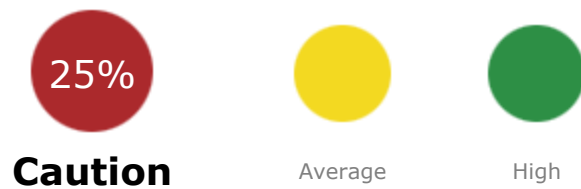


### Expected Job Behaviors

- This individual generally has trouble demonstrating an understanding of the effects weight distribution has on effort and safety.
- Is likely to have below satisfactory reasoning skills when it comes to weight properties.



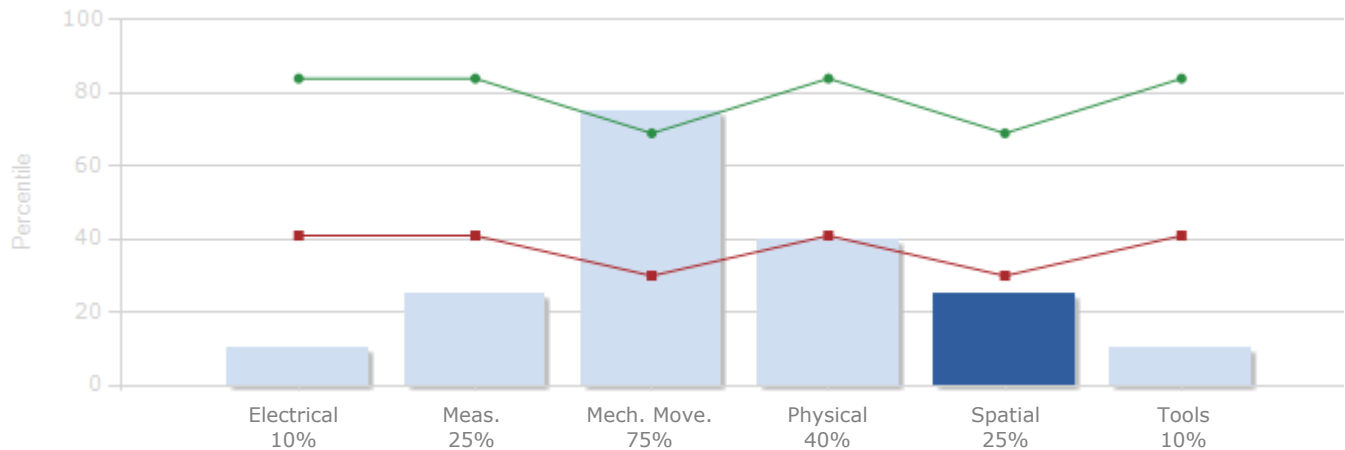
## Spatial Reasoning



### Score Details

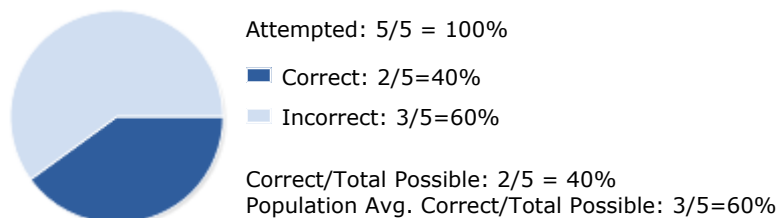
The degree to which the individual is able to mentally manipulate various objects in order to determine how they might best be assembled or how they might best fit together.

Joe Sample scored in the **25th** percentile on Spatial Reasoning (Caution), meaning Joe scored lower 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.



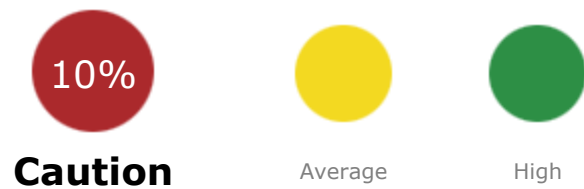
### Expected Job Behaviors

- May have trouble following and understanding assembly diagrams.
- Has difficulty mentally manipulating objects to determine their relationship to other objects or their ability to fit within other objects.
- Is likely to have poor visual reasoning ability.





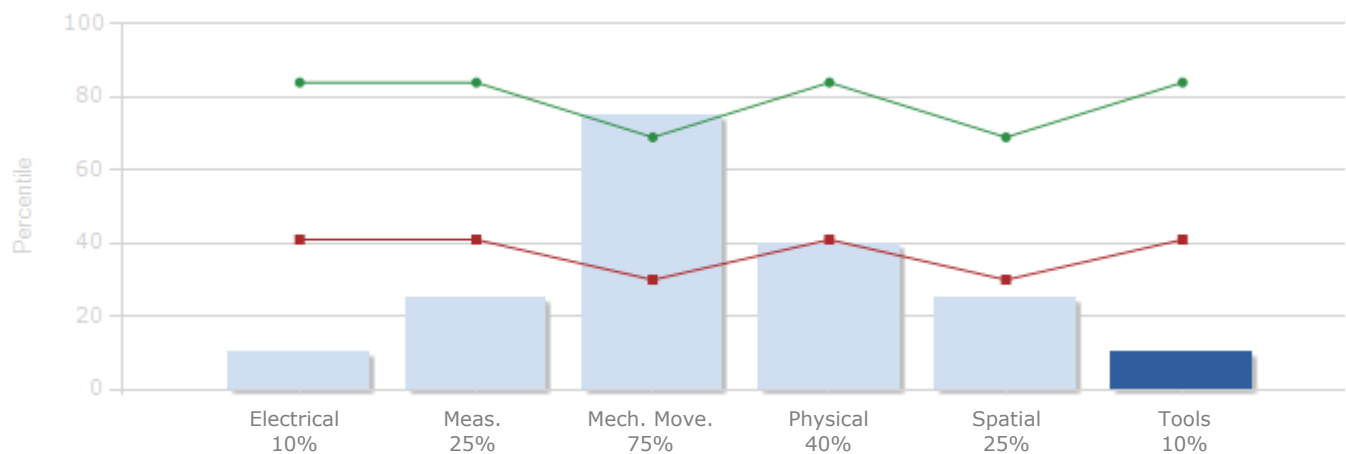
## Tools



### Score Details

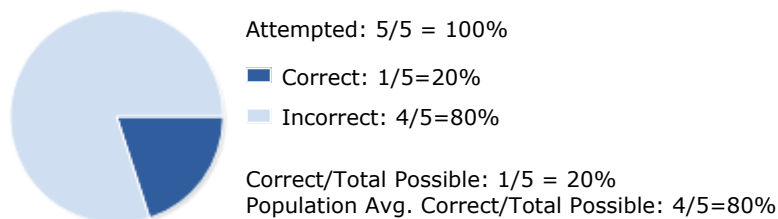
The degree to which the individual has basic knowledge of common tools.

Joe Sample scored in the **10th** percentile on Tools (Caution), meaning Joe scored lower than 90 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.



### Expected Job Behaviors

- Is not knowledgeable with respect to usage of common tools.

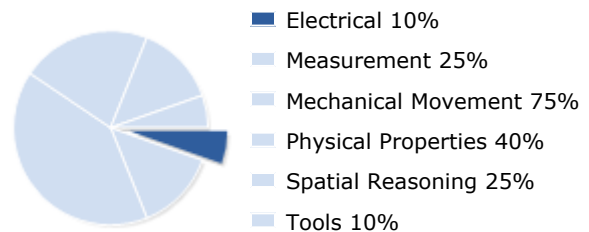


## Management Strategies

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.

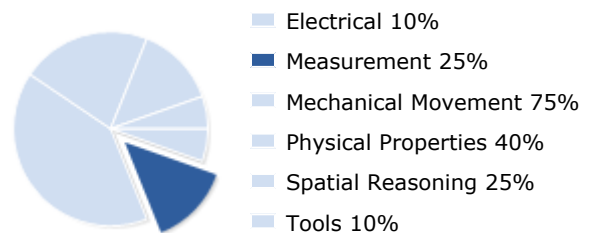
### Electrical

- It is recommended that if this individual is to work in jobs requiring knowledge of basic electricity, he/she should be thoroughly trained and monitored closely to ensure the work is understood and performed accurately and safely.
- Work instructions and training need to be covered at a slow pace to ensure the individual grasps the material thoroughly.
- Question the individual to ensure he/she has grasped training material or work instructions.
- Have the individual demonstrate his/her ability to perform the required electrical tasks before doing so on the job.



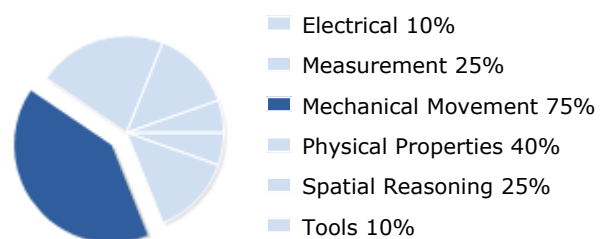
### Measurement

- It is recommended that if this individual is to work in jobs requiring knowledge of basic mathematical or measurement concepts, he/she should be monitored closely to ensure the work is understood and performed accurately.
- Work instructions and training need to be covered at a slow pace to ensure the individual grasps the material thoroughly.
- Question the individual to ensure he/she has grasped training material or work instructions.



### 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.



## Physical Properties

- It is recommended that if this individual is to work in jobs requiring lifting or moving of heavy objects, he/she should be monitored closely to ensure the work is performed properly and safely.
- Train him/her on all aspects of lifting and handling heavy objects in a safe and efficient manner.
- If these concepts are not understood and/or put into practice after thorough training, this individual may be more qualified for jobs requiring less reasoning ability as it applies to weight properties.



- Electrical 10%
- Measurement 25%
- Mechanical Movement 75%
- Physical Properties 40%
- Spatial Reasoning 25%
- Tools 10%

## Spatial Reasoning

- It is recommended that if this individual is to work in jobs requiring assembly skills or spatial reasoning, he/she should be monitored closely to ensure the work is performed accurately.
- Discuss expectations with respect to speed and accuracy of assembly or spatial reasoning tasks. Offer coaching or training.
- Set achievable, yet challenging goals to maintain or increase performance levels.
- This individual may be more qualified for jobs requiring little reasoning ability.
- If performance levels on tasks involving assembly or spatial reasoning tasks consistently fall below expectations, consider another position for the candidate that does not require such skills.



- Electrical 10%
- Measurement 25%
- Mechanical Movement 75%
- Physical Properties 40%
- Spatial Reasoning 25%
- Tools 10%

## Tools

- It is recommended that if this individual is to work in jobs requiring knowledge of basic tools, he/she should be thoroughly trained and monitored closely to ensure the work is understood and performed accurately and safely.
- Work instructions and training need to be covered at a slow pace to ensure the individual grasps the material thoroughly.
- Question the individual to ensure he/she has grasped training material or work instructions.
- Have the individual demonstrate his/her ability to perform the required tasks using proper tools before doing so on the job.



- Electrical 10%
- Measurement 25%
- Mechanical Movement 75%
- Physical Properties 40%
- Spatial Reasoning 25%
- Tools 10%



## 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

**Question:**

Tell me about jobs you have performed that required you to demonstrate your knowledge of electrical concepts.

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

**Question:**

When given a job to do that requires your knowledge of electrical concepts, how confident are you in your ability to perform that job well?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

**Question:**

Tell me about a challenging assignment you have had that required electrical work. How well did you perform? What issues did you encounter?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

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7



## Measurement

### Question:

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

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

### Question:

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

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

### Question:

This job may require some basic math skills. How do you feel about that? Can you give examples from your past experience when you have had to use math on the job? How did you perform?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

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

Question:

Tell me about jobs you have had where you had to determine the most appropriate manner to stack boxes or arrange objects.

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

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5

Response Expected of an  
Excellent Employee

6

7

Question:

What experiences have you encountered where the manner in which you lifted an object caused an injury? Describe what happened.

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

Question:

Describe situations you have experienced that involved unsafe behaviors. What could you have done to prevent the situation?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

## 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:

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Response Expected of a  
Poor Performing Employee

1

2

3

Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

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:**

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Response Expected of a  
Poor Performing Employee

1

2

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Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

**Question:**

Describe for me times when you have had difficulty performing tasks that involved the interpretation of assembly diagrams or having to estimate how certain objects might fit together. What is it that gave you such a hard time?

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

1

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Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

## Tools

**Question:**

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

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

1

2

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Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7

**Question:**

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

**Response Notes:**

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Response Expected of a  
Poor Performing Employee

1

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Response Expected of a  
Satisfactory Employee

4

5

Response Expected of an  
Excellent Employee

6

7



**Question:**

What tools are you most comfortable using? What tools have given you the most difficulty?

Response Notes:

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Response Expected of a  
Poor Performing Employee

1

2

3

4

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Response Expected of a  
Satisfactory Employee

Response Expected of an  
Excellent Employee

**Sum of Ratings**

**Number of Questions Rated**

**Average Rating**

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

