CORE

Team leader

VALENTINA VEGA

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CORE (02/08/2022)

+ Score Report

master™
VALUE PEOPLE

INTRODUCTION

This report is generated from the responses to one or more tests developed by Master™. The report does not include information given in a feedback session or from any other sources.

ABOUT THE TEST

CORE is a non-verbal test that assesses General Mental Ability (GMA). GMA provides an indication of the level at which an individual understands, reasons, learns, and solves problems.

GMA is an estimate of the underlying achievement potential across all tasks that require logical reasoning. GMA is a predictor of a variety of occupational outcomes, including attainment, job performance, speed- and amount of learning.

CORE consists of tasks that require the test taker to reveal the underlying logical principle of a pattern, to draw a conclusion, and identify which figure completes the pattern.

SCORES

The result of the test is visualised using an intuitive scale ranging from 1 to 10, with 10 being the highest score. The scale is commonly referred to as a STEN scale, with test takers normally distributed across the levels as illustrated in the figure below.
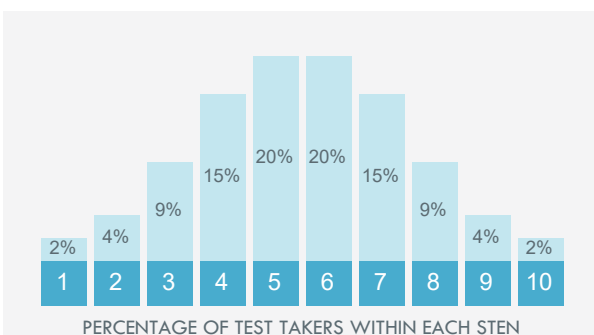
NORM GROUP

The scores in this report are created by comparing the number of correct responses a test taker gives with those of a group of individuals who have also taken the test, referred to as a norm group. By considering age, gender, education, industry, and managerial level, the norm is representative of the group selected by the test administrator.
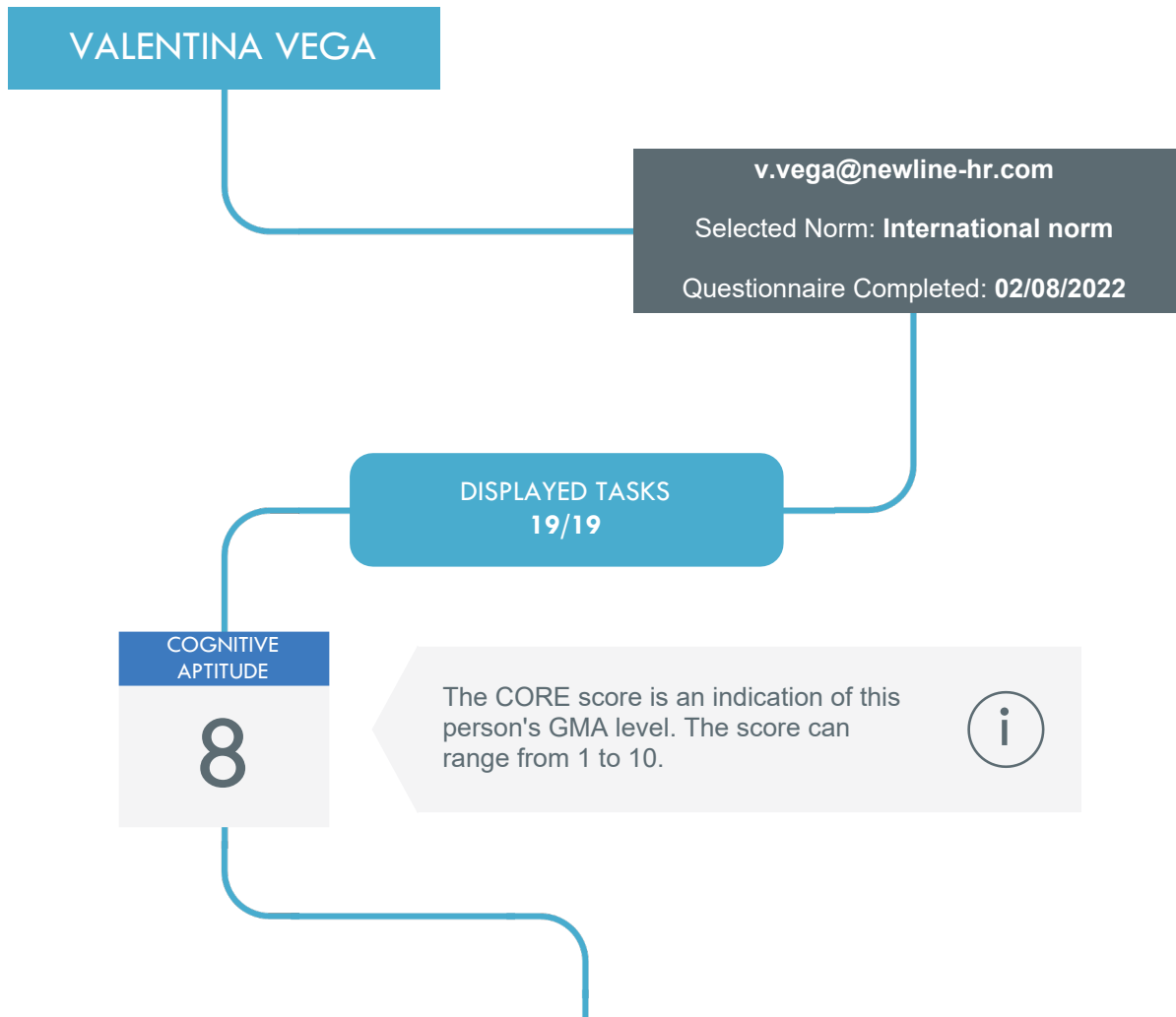
This allows for interpretation of the scores with respect to the typical performance of individuals in the norm group.

PREREQUISITES OF USE

GMA is known as the best single predictor of job performance and is therefore crucial in evaluating the potential of a candidate. Although higher GMA is associated with individuals achieving higher overall job performance, it does not guarantee it.

Personal characteristics such as curiosity, eagerness to learn, motivation, and conscientiousness, together with different environmental factors also play an important role in overall job performance.

PERCENTAGE OF TEST TAKERS WITHIN EACH STEN

OVERVIEW

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Selected Norm: **International norm**

Questionnaire Completed: **02/08/2022**

DISPLAYED TASKS
19/19

COGNITIVE
APTITUDE

8

The CORE score is an indication of this person's GMA level. The score can range from 1 to 10.

ⓘ

COGNITIVE APTITUDE

A PERSON WITH THIS SCORE WILL LIKELY:

- Easily acquire significant knowledge and understanding of complex material.
- Readily integrate uncertain information to identify trends and derive general principals and conclusions.
- Effectively and autonomously decide on good problem-solving strategies to address new projects or tasks.
- Skilfully apply abstract reasoning and flexible thinking to generate new hypotheses and solutions.

JOB PERSPECTIVES

CORE is an assessment of a person's level of General Mental Ability (GMA). GMA is highly predictive of Job Performance and Job-Related Learning.

JOB PERFORMANCE

Job Performance refers to a person's achievement potential when performing job-related tasks.

When planning and assigning tasks it is useful to understand a person's ability to operate under different job requirements and conditions.

A PERSON WITH THIS SCORE WILL LIKELY:

- Perform competently in tasks of high complexity.

- Independently demonstrate high performance.

- Show high-level performance under unfamiliar working conditions.

JOB-RELATED LEARNING

Job-Related Learning refers to a person's potential for acquiring knowledge from formal training or experience on the job.

When making plans for training and development it is useful to consider a person's learning potential.

A PERSON WITH THIS SCORE WILL LIKELY:

- Benefit from practical and theoretical training that includes aspects of high complexity.

- Adapt easily to new demands that require high-level learning.

- Acquire new job knowledge independently and at a fast pace.

TEST TAKER RIGHTS

The test taker has the right to receive feedback on the results of all completed tests. This can either be in the form of a written report or personal interview. Master™ strongly recommends that the test taker is informed of the purpose of the test, including how the results are used.

Should you have any questions about this report, please contact your test administrator. See the beginning of this report to find the name of the person who administered the test.