



# CORE FACT SHEET

*CORE is a cognitive test built on modern psychometrical science to ensure ease of use and fast, reliable results in less than 30 minutes.*

## ABOUT CORE

CORE is a non-verbal test designed to assess General Mental Ability (GMA). GMA is the level at which an individual understands, reasons, learns, and solves problems.

CORE is aimed to be applied for assessment as part of personnel selection and screening in recruitment processes.

## GENERAL MENTAL ABILITY

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 measures GMA with logical patterns (also called matrices), an item format known as one of the measures with the highest GMA loading.

## LIMITING BIAS

Culture fairness has been the underlying goal in the development of CORE. The test tasks are free of language and cultural content to ensure culture fairness.

GMA test scores predict job performance regardless of type of profession and demographics such as ethnicity and gender. Therefore, CORE - like all GMA tests - is viable for use in all types of work.

## CANDIDATE EXPERIENCE

The test and the reports have been developed with a focus on transparency and a vision of supporting a positive candidate experience.

All feedback text is written in a neutral to positive language and the test experience is modern. This is done to meet the increasing focus on candidate experience and employer branding.

## TEST POLICY

CORE requires the person responsible for test administration and analysis to be certified by Master. Given the straightforward communication of the test results, the interview guide can be used by a non-certified user under the supervision of the certified test user.

Testing procedures should always adhere to Master's best practice guidelines.

## VALIDATION

To ensure the highest quality CORE is developed based on ITC, APA, EFPA and AERA standards and guidelines. CORE therefore meets the highest international standards for professional tests.

Extensive documentation has been performed to provide evidence of reliability and validity. See section 'psychometrics' below and in the extensive technical manual for more details.



Time limit = 35 minutes  
Average test time = **18 minutes**



## PSYCHOMETRICS

### RELIABILITY:

- + Alpha = 0.85
- + Test-retest = 0.92
- + Good local reliability
- + Standard Error of Measurement = 0.76 STEN

### VALIDITY:

- + Convergent validity = 0.86
- + Based on item format (Logical Patterns) with highest GMA loading
- + Good Rasch model fit



## NORMS

- + Norwegian norm (n=396)
- + International norm (n=549)



## LANGUAGES

Danish

English

Finnish

Norwegian

Swedish