# matrigma™

## A powerful predictor of work performance

Matrigma is a high quality psychometric tool that measures cognitive ability and is used to predict career success and job performance. Cognitive ability concerns, among other things, a person's aptitude for accurate problem solving, logical reasoning, and the ability to grasp new information – capabilities that are increasingly needed in the world of work.

Matrigma is a modern and secure test consisting of non verbal matrix type problems. The test results will help predict behaviours such as critical reasoning skills, clear thinking, learning skills and sound decision making. With a high score on Matrigma candidates are often times rated as high performers at work. They are effective in dealing with complex job tasks, they require less attention from their supervisors, and they can handle a high pace at work.

Matrigma will make a measurable contribution to employee selection and recruitment. Whether testing is part of an organizational assessment strategy or if the tool is used on single occasions, Matrigma clarifies and pinpoints fundamental qualities of business related problem solving and demands that are faced on a daily basis.

## ASSESSIO

## Features & Benefits

- Based on decades of research on cognitive ability and job performance

- The matrix problem type is one of the most powerful measures of cognitive ability

- Studies show that 7 out of 10 high performers have high scores on Matrigma

- Norm group gathered in selection processes

- High degree of test security through randomization of test forms and response alternatives

- Matrigma makes a unique contribution to a candidate assessment, since cognitive ability is very hard to spot during an interview

- The system supports both proctored and un-proctored testing

- Primarily used as a tool for personnel selection

## Reports & Applications

- Two reports are generated; the *Interpretive Report* (for the test user) and the *Your Result Report* (for the test taker as a written feedback)

- Can be used for screening purposes at the early stages of a selection process or in the final assessment of a few candidates

- Predicts overall job performance as well as task, interpersonal, and learning performance

- The non verbal matrix problem type makes it easy to use Matrigma seamlessly across languages in international organizations and projects

- A high degree of test security ensures that Matrigma can be used for both high-stakes testing, such as proctored assessment for high level positions, as well as for low-stakes testing, such as screening or pre-selection

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