How to choose ability tests

Sarah Kippernes - 2024-07-05 - Practical use of assessments

The short version

Use 2-3 ability tests and look at the average of this. All tests are influenced by the same General Mental Ability (GMA), so you can't choose too wrong. However, it's a good idea to select relevant tests for the position:

- Abstract logic ability tests are relevant for almost all positions:
    - ix + gapChallenge is a great combination
- If you have to deal with a lot of text or numbers in the position, choose verbal or numerical reasoning
- Test the candidates multitasking skills if this is an important and unavoidable part of the position
- For driver or operator positions; choose e3+, mt (drv), rt and memoryChallenge
- Use clues (the mail inbox test) if efficient processing of information is important. For example, coordinator, support staff, reception, etc.

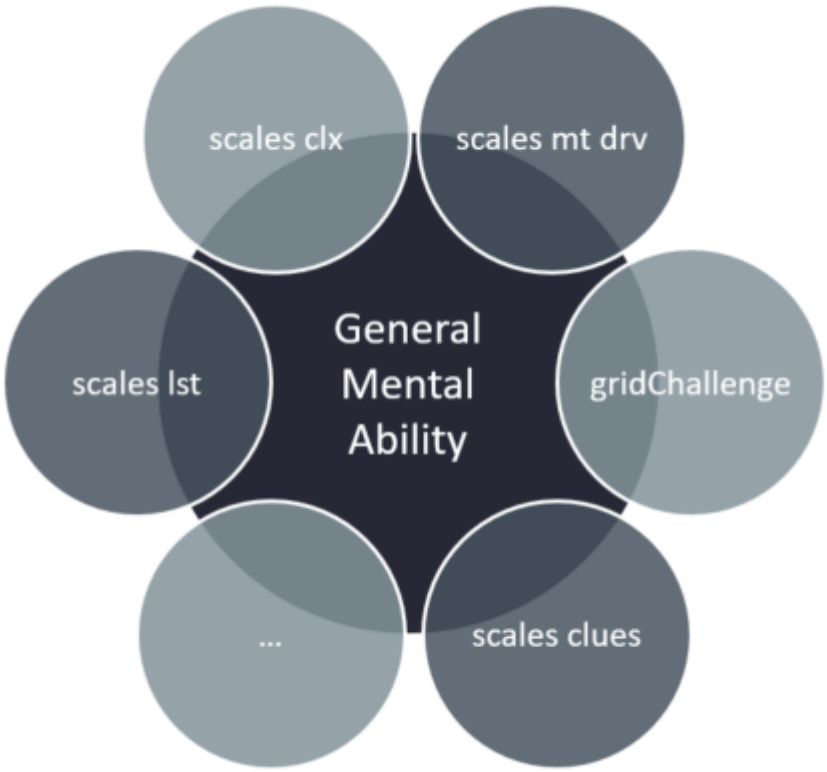
The long version

As a certified test user of Aon Assessment's tools, you have a range of ability tests to choose from. The breadth of the test battery is one of our strengths as a test provider, and one that few others can match. At the same time, we know that it can be difficult to choose from so many options. Here's a short guide on how to choose tests for each position.

You can’t go too wrong

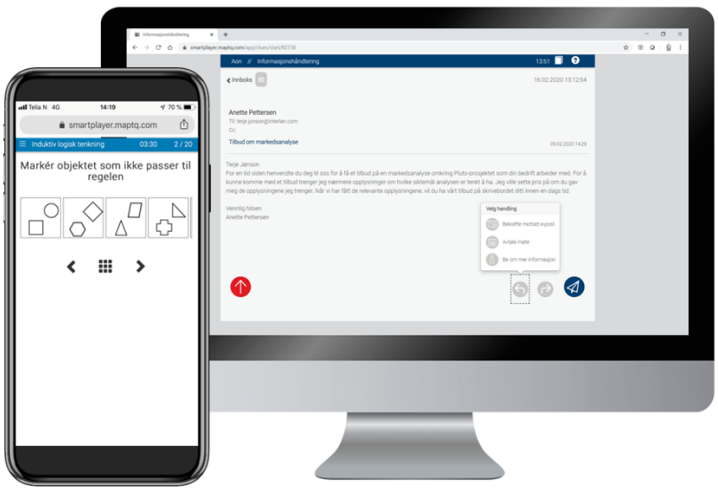
Ability tests are interrelated because they all use the central nervous system (brain and spinal cord). This means that those who score high on one test often score high on other tests. Nevertheless, there is of course a big difference between a test that measures numerical reasoning and one that measures reaction time.

The fact that the results of these tests correlate when we test large groups does not mean that this applies to each individual candidate. That's why it's a good idea to choose tests that fit the position. Since all tests are influenced by GMA (General Mental Ability), there is a limit to how wrong you can choose. You may want to look at the average of the tests, because the average evens out any luck and bad luck on one test or another.



How many tests?

The more tests we use, the more samples we get from GMA and the more certain we can be of the result. However, there are also limits to how much of the candidate's time we want to spend. Our tests are relatively short, so using 2 or 3 tests will be reasonable. Also consider the total test time; if you use the information handling test clues, you may want to supplement it with only one other test since it is one of the longest tests.



The 15-minute test clues can for example be combined with ix, which only takes 5 minutes

So which tests should I choose?

It's a good idea to think about which tasks belong to the position. Here are some suggestions on how to choose:

Will you be dealing with a lot of text? Choose a variant (admin, finance, or consumer) of *verbal reasoning*.

Will you be dealing with a lot of numbers? Choose a variant (admin, finance, or consumer) of *numerical reasoning* or *digitChallenge* to test how quickly they can calculate and compute.

If you're a coordinator, administrative assistant or in a customer service position, *clues* is a great test to use because it can tell us how effective the candidate will be in handling the large amount of information they encounter in the job.

In positions where you are in traffic or handling machines, you may be interested in measuring whether the candidate has good enough concentration skills, reaction skills and also working memory:

- Concentration ability: *e3+*
- Reaction ability: *rt*
- Working memory: *memoryChallenge*

In "office positions" you should avoid multitasking and concentrate on completing one task at a time, but in many positions this is not possible. Therefore it would be interesting to test candidates' so-called simultaneous capacity to see how well they handle multitasking at work. The test you choose is *mt (drv)*.

Our abstract cognitive tests will almost always be relevant**.** Being able to analyze new information and think logically is an advantage in almost any job. We have several tests that measure the same thing, but are suitable for different groups:

- *ix:* Suitable for all but the very brightest groups of candidates (because there are a given number of questions and in these groups you can end up with almost everyone getting through the whole question set). This is also a test that many will recognize and it is easy to understand the task.
- *clx:* A generic test that is adaptive. The tasks are not very difficult and the best candidates solve many tasks before 6 minutes have passed.
- *gapChallenge*: A very good all-round test. The tasks require more calculation than clx and are therefore not as much affected by speed. The task is still easy to understand for most people.
- *switchChallenge*: The favorite of engineers and IT technicians, perhaps because it is about input and output. Somewhat higher threshold for understanding the test than *gapChallenge*.

Still a little unsure?

Remember that as our customer you have a number of support resources available, and you can always contact our support department to discuss the tests you are considering. Below you will find both contact information for the support department and some suggestions for more reading material about aptitude tests.

Support

E-mail: kontakt@aon-assessment.com

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About choosing assessments

Ability and skills assessments