Norm groups

Sara Marie Libråten - 2025-11-14 - Practical use of assessments

In most cases, we recommend that you use the **Working Population**. When you are logged in to a selected language in mapTQ, for example Norwegian, this norm group will automatically be based on the Norwegian population.

The norm group "Working Population" consists of several thousand people on the job market in your selected country. This group mirrors the job market as all types of positions are included in this.

The norm group "Working population" and "General adult population" is the same as "Working population (Norway)", only that they are based on the international level. International norms are based on data across countries and regions, and are intended to be globally representative.

It is important to **apply the same norm group to all candidates** for a given position, so that everyone is assessed on the same basis.