

ABILITY TESTS

- Ability testing focuses on questions like what an individual can do at their very best. They measure capacity or potential of an individual rather than achievement.
- It can measure many different individual abilities including:
 - ✓ Numerical Reasoning
 - ✓ Verbal Reasoning
 - ✓ Non-verbal Reasoning
 - ✓ Logical Reasoning
 - ✓ Inductive Reasoning
 - ✓ Abstract Reasoning
 - ✓ Mechanical Reasoning
 - ✓ Diagrammatic Reasoning

NUMERICAL REASONING

1.



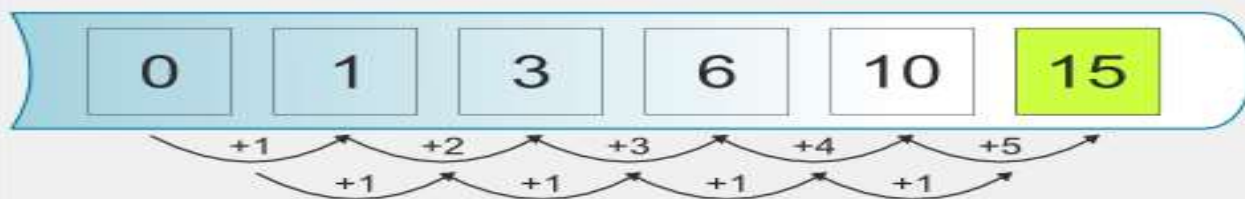
- ☐ a. 16 ☐ b. 15 ☐ c. 12 ☐ d. 6

2.



- ☐ a. 8 ☐ b. 7 ☐ c. 10 ☐ d. 6

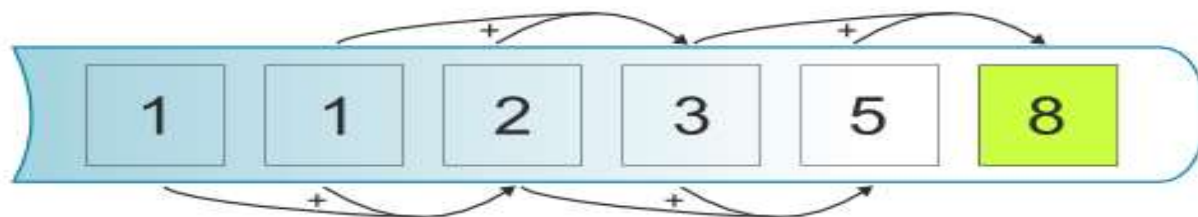
1.



- ☐ a. 16
 ☒ b. 15
 ☐ c. 12
 ☐ d. 6

The last number plus 1, then the last number plus 2, last number plus 3, etc. The correct answer is option b. Your answer was **correct**.

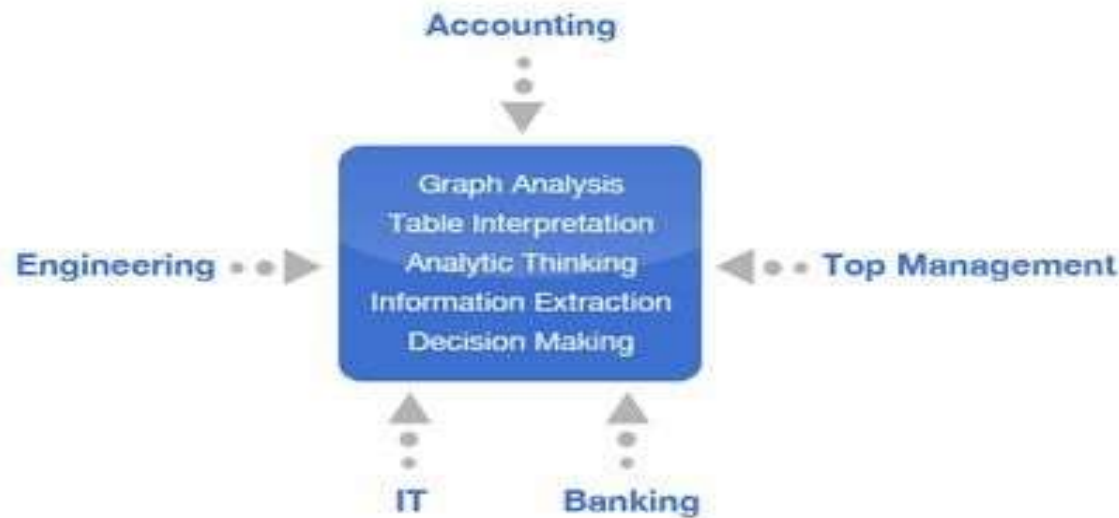
2.



- ☒ a. 8
 ☐ b. 7
 ☐ c. 10
 ☐ d. 6

The next number is the current number plus the last number. The correct answer is option a. Your answer was **correct**.

- Numerical tests are suitable for entry level staff, management or senior finance personnel.
- It's considered to be one of the most basic skills needed in today's data-driven marketplace, and without strong numerical reasoning skills, it would be difficult to succeed in many professions.



EXAMPLE: NWP-2 Working with numbers

GRT2 General Numerical Ability Test

EAS2 Numerical Ability Test

Production or semiskilled staff
Clerical, sales & 1st level supervisors
Operations, clerical or production

VERBAL REASONING TESTS

In the following the questions choose the word which best expresses the meaning of the given word.

1. RESCUE

- A. Command
- C. Defence

- B. Help
- D. Safety

2. RECKLESS

- A. Courageous
- C. Bold

- B. Rash
- D. Daring

3. INSOLVENT

- A. Poor
- C. Penniless

- B. Bankrupt
- D. Broke

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Verbal reasoning tests helps to assess a person's ability to logically analyse written information & make decisions, under time pressure.

Verbal reasoning is understanding and reasoning using concepts framed in words. It aims at evaluating ability to think constructively, rather than at simple fluency or vocabulary recognition.

EXAMPLE: **CRTB2** Verbal Critical Reasoning Ability Tests

VCC3 Verbal Evaluation Ability Tests

VMG5 Verbal Critical Reasoning Ability Test

GLOBAL Verbal Ability Test

Graduates to managers

Customer Service & Sales Staff

Graduates to managers

Professionals & Managers

Non-verbal reasoning

- Non-verbal tests are used as screening tools for employers, schools and universities, and their most significant advantage is that they cancel out pre-learned knowledge, and rely on abstract thinking skills.
- It helps to measure intelligence, creativity, and learning abilities, which explains why so many institutes and businesses use these tests as primary selection tools.

DIAGRAMMATIC REASONING

Identify the figure that completes the pattern.

1.



(X)



(1)



(2)



(3)



(4)

☐ A. 1

☐ B. 2

☐ C. 3

☐ D. 4

Select a suitable figure from the Answer Figures that would replace the question mark (?).

2.

Problem Figures:



(A) (B) (C) (D)

Answer Figures:



(1) (2) (3) (4) (5)

☐ A. 1

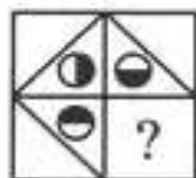
☐ B. 2

☐ C. 3

☐ D. 4

☐ E. 5

Identify the figure that completes the pattern.



(X)



(1)



(2)



(3)



(4)

☒ A. 1

☐ B. 2

☐ C. 3

☐ D. 4

Select a suitable figure from the Answer Figures that would replace the question mark (?).

Problem Figures:



(A)

(B)

(C)

(D)

Answer Figures:



(1)

(2)

(3)

(4)

(5)

☐ A. 1

☐ B. 2

☐ C. 3

☒ D. 4

☐ E. 5

- Diagrammatic reasoning is reasoning by means of visual representations. The study of diagrammatic reasoning is about the understanding of concepts and ideas, visualized with the use of diagrams and imagery instead of by algebraic means.
- Diagrammatic tests are often used in the area of IT to assess skills needed in IT roles such as software engineers, system analysts & programmers.
- These diagramming tests measure the ability to follow complex instructions often in the form of coded symbols and use these like they would use programming commands.

SPATIAL REASONING

Choose the alternative which closely resembles the mirror image of the given combination.

MAGAZINE

(1) MAGAZINE

(2) ENIZAGAM

(3) MAGAZINE

(4) ENIZAGAM



A. 1



B. 2



C. 3



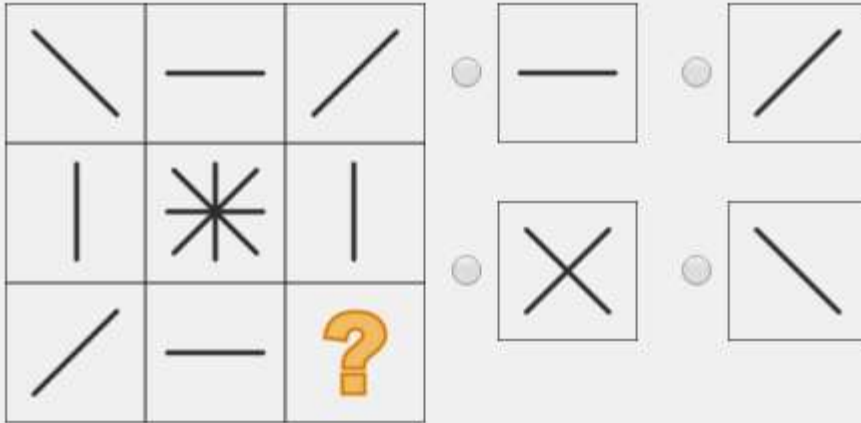
D. 4

ANSWER. D

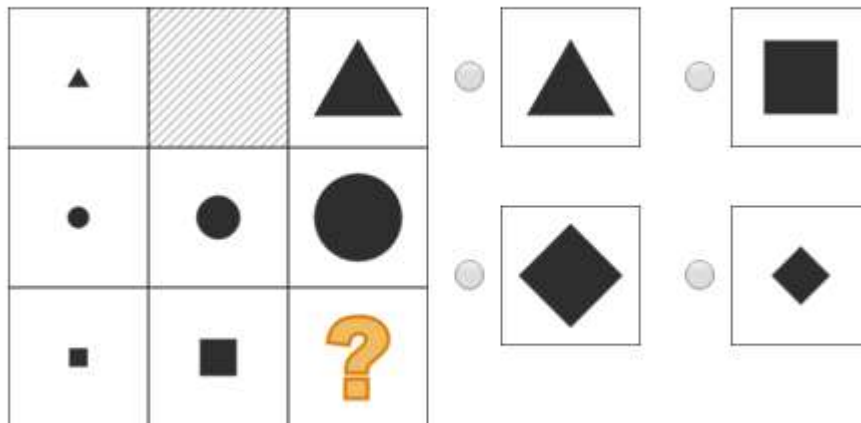
- Spatial reasoning tests, also known as spatial awareness tests, examine orientation skills in two dimensional & three dimensional aspects.
- Popular tests include:
 - ✓ Organizing two dimensional shapes
 - ✓ Spatial Reasoning Cubes
 - ✓ Mirror Images
 - ✓ Perspectives
- These tests are usually found in aptitude selection processes of industries that require spatial skills, among which are technical positions, engineering, military units & airforces, design, architecture & more.

ABSTRACT REASONING

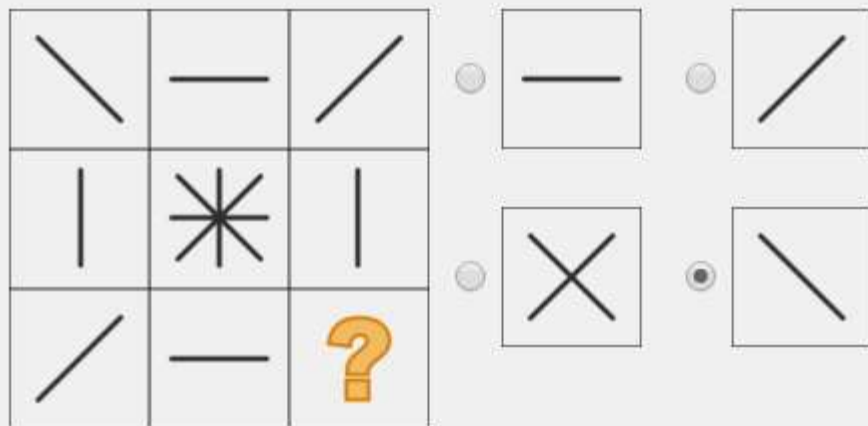
1.



2.

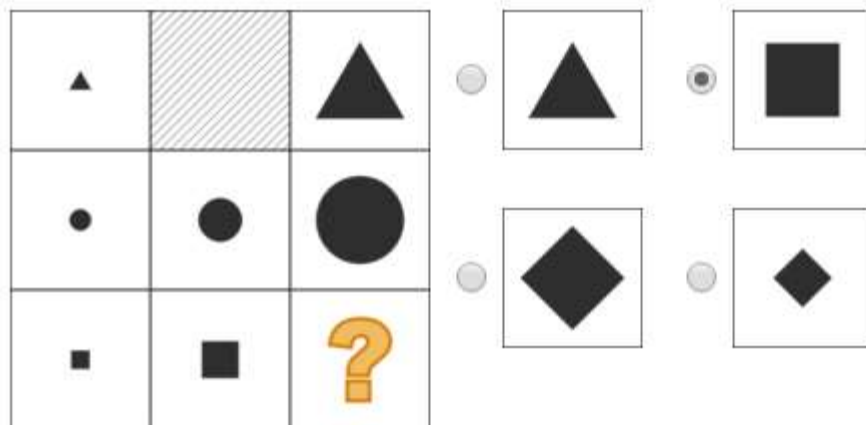


1.



The nine cells in the grid make a symmetric shape. Your answer was **correct**.

2.

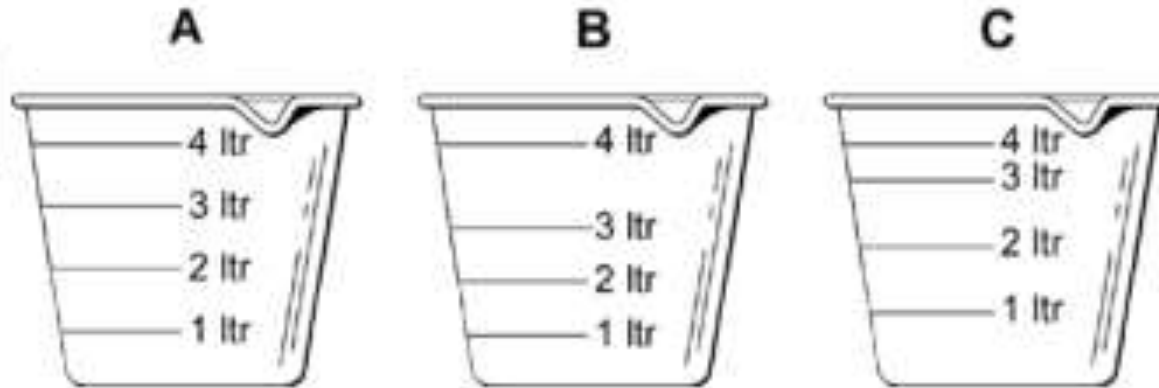


The figures in the first column grow in size each step to the right. Your answer was **correct**.

- Abstract reasoning psychometric tests are designed to measure an individual's ability to work flexibly with unfamiliar information & solve problems.
- Abstract reasoning ability can give an indication of how well an individual will think conceptually & analytically.

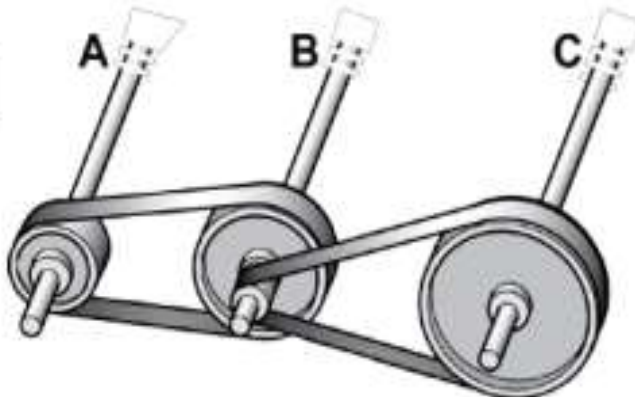
MECHANICAL TESTS

3



Which measure is marked properly?

4



Which shaft will turn most quickly?

ANS 3. C

ANS 4. A

Candidates from a wide range of industries may encounter & electrical aptitude tests including : the army, medicine, engineering, craftsmen, technicians, and any job that involves the maintenance, operation & fixing of mechanical equipment.

The difficulty level of those test varies according to the required skills.

ACHIEVEMENTS TESTS

Achievement tests

- The achievement tests have been standardised for educational levels from pre school to college. They focus on educational attainment rather than psychological attributes.
- Any test that measures the accomplishments of an individual after a period of training or learning
- The type of ability test that describes what a person has learned to do

Functions of achievement test

- Provides basis for promotion to next grade.
- Find out where each student stands in various academic areas.
- Motivate the students before a new assignment has taken up.
- Expose pupil's difficulties which the teacher can help them to solve.

CHARACTERISTICS OF ACHIEVEMENT TESTS

RELIABILITY The degree of accuracy with which an exam, test measures, what it seeks to measure a given variable.

A test good reliability means that the test taker will obtain the same test score over repeated testing as long as no other extraneous factors have affected the score.

VALIDITY Validity is the quality of a test which measures what it is supposed to measure. It is the degree to which evidence, common sense, or theory supports any interpretations or conclusions about a student based on his/her test performance.

A test is valid when it

- produces consistent scores over time.
- measures what it intends to measure.
- can be objectively scored.
- has representative norms.

Ease in administration: A test is good only when the conditions of answering are simple (scientific and logical). Its instruction should be simple and clear.

Cost: A good test should be in expensive, not only from the view point of money but also from the view point of time and effort taken in the construction of a test.

Acceptability: A good test should be acceptable to student to whom its being given without regard to any specific situation that is the question given in the test should be neither very difficult nor very easy.

Objectivity: A test is objective when the scorer's personal judgment doesn't affect the scoring.

Equilibrium: Achievement of the correct proportion among questions allotted to each of the objectives & teaching content.

Specificity: The items in a test should be specific to the objectives.

Precise & clear: Items should be precise, clear so that the students can answer well and score marks.

ACHIEVEMENT TESTS



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graph TD; A[ACHIEVEMENT TESTS] --> B[STANDARDIZED TESTS]; A --> C[TEACHER MADE TESTS]; C --> D[WRITTEN]; C --> E[ORAL]; C --> F[PRACTICAL]; D --> G[ESSAY TYPE]; D --> H[SHORT ANSWER TYPE]; D --> I[OBJECTIVE TYPE];
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A hierarchical flowchart showing the classification of Achievement Tests. The root node is 'ACHIEVEMENT TESTS', which branches into 'STANDARDIZED TESTS' and 'TEACHER MADE TESTS'. 'TEACHER MADE TESTS' further branches into 'WRITTEN', 'ORAL', and 'PRACTICAL'. 'WRITTEN' then branches into 'ESSAY TYPE', 'SHORT ANSWER TYPE', and 'OBJECTIVE TYPE'.

STANDARDIZED TESTS

TEACHER MADE TESTS

WRITTEN

ORAL

PRACTICAL

ESSAY TYPE

SHORT ANSWER
TYPE

OBJECTIVE TYPE

STANDARDIZED TESTS

- Standardization means uniformity of procedure in scoring, administering and interpreting the results.
- A standardized test is one in which the procedure, apparatus, and scoring have been fixed so that precisely the same test can be given at different times and places. (Lee J Cronbach)
- Standardized tool is one for which norms have been established.
- A standardized test is prepared after several trials of a test to a large number of students.

CHARACTERISTICS OF STANDARDIZED TESTS

- Content is standardized- item-selection done by competent judges
- Administration is standardized- direction, time limits.
- Scoring has been standardized - rules of rules, scoring key are prepared
- Interpretation has been standardized- norms are provided

TYPES OF STANDARDIZED TESTS

- Aptitude tests
- Attitude tests
- Intelligence tests
- Interest tests
- Personality tests

TEACHER MADE TEST

Teachers made tests are classroom tests and are developed by the teachers. These tests assess students learning every period of time or after a particular unit of study.

FEATURES OF TEACHER- MADE TEST

- Assess degree of student's progress with reference to classroom activities.
- Help the teacher to assess individual pupil's strengths and weaknesses and needs.
- Motivate the students.
- Simple to use.
- Provide feedback for teachers as to assess the effectiveness of teaching methods.

LIMITATIONS OF TEACHER- MADE TEST

- Tests are ambiguous and unclear.
- Tests are either too short or too lengthy.
- Tests do not cover the entire content.
- Tests serve limited purpose.
- Tests are usually hurriedly conducted

THANK YOU