Abstract Reasoning Test

The Abstract Reasoning Test measures a candidate's ability to analyze information and solve problems on a complex, thought-based level. The test items are based on problems of non-verbal nature, which means they have no text beyond the instructions and therefore are useful for preventing cultural and language factors from biasing the test scores.

Detailed Test Report

For every candidate completing the Abstract Reasoning Test, you will be able to download or print a detailed test report. The first page of the test report grants a quick overview of the candidate's overall performance on the test. The results of the candidate are compared to a norm group in order to get the percentile population score.

For example, If a candidate has a score of 70, he/she scored as well or better than 70 percent of the 3,000 people who were part of our 2014 test norming study.

Measures
The ability to generate problem- solving rules and apply those rules to new situations.

Useful for
Predicting job performance in jobs comprised of complex tasks.
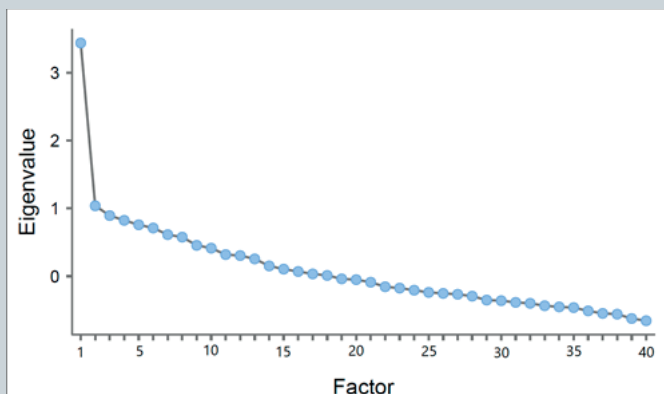
Items
40 questions

Time limit
40 minutes

Evidence of Validity

An exploratory factor analysis was conducted on a validation study dataset. Results are interpreted through a scree plot below, which indicates that the best factorial structure for the test is that of only one factor. This is consistent with the unidimensional nature of matrix reasoning tests. Therefore, the predictive validity of this construct can be generalized to the test scores.

Evidence of Reliability

The Abstract Reasoning Test has an appropriate level of internal consistency reliability, indicated by the following coefficients:

Cronbach's α: **0.73**
McDonald's ω: **0.75**

Requirements

The test can be run on all mobile devices, PC, and Mac computers with an updated browser and a stable internet connection.
The test is accessed by the browser. You can run the test on-site, or the candidate can complete the test in the comfort of their own home.

Request a Sample

Please contact us by e-mail to request a full-length sample of the test.