

- SELECT
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- LEAD

HOGAN*REPORTS*

matrigma™

Y O U R R E S U L T

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INTRODUCTION

The test you have taken, Matrigma, measures logical deductive ability, an ability that varies from one person to another and whose differences are significant in the work context. This report is based on your responses and begins with a concise account of what the test measures. This is then followed by your result, which is shown in comparison with what is termed a norm group comprising a large number of individuals who have also taken the test.

WHAT DOES MATRIGMA MEASURE?

Matrigma is a non-verbal test that measures general mental ability, GMA. The test challenges the ability to find hidden connections, fill in gaps where information is missing, grasp the relationship between different objects, and find points of similarity among figures that differ one from the other. In other words, Matrigma measures individual problem-solving, logical ability and a flair for being able to spot logical connections.

This type of GMA test, where the problem-solving tasks have the format of geometrical figures or matrices, provides a good measure of GMA and since it is non-verbal, it is less susceptible to cultural differences among individuals. The problem-solving tasks are presented in order of increasing difficulty, meaning that the greater the progress the individual makes within the test, the harder the tasks become.



RESULT

Your individual Matrigma result, which is presented below, is based on a comparison against the norm group. Your result will fall into one of the three intervals: Low, Average or High.

- **The Low interval** comprises the 16 % of the norm group who achieved the lowest result.
- **The Average interval** comprises the 68 % of the norm group who achieved an average result.
- **The High interval** comprises the 16 % who achieved the highest result.

For example, if you achieved a Low result, it means that by way of comparison, the result is as low as, or lower than, what is received by 16% of the members of the norm group.

YOUR RESULT

You received a **high result** on the test.

Individuals with similar results find it easy to solve problems that require a logical deductive ability in comparison with others.

They find it easy to familiarize themselves with new work duties and have no trouble in handling complex jobs that make great demands on their problem-solving ability.

REMEMBER THIS WHEN READING YOUR RESULT

When reading your result, you should bear in mind that although GMA is a personal characteristic that is significant for your job performance, there are other characteristics which are significant in a work context. A low test score means that you succeeded in solving few of the problems; a high score means that you succeeded in solving many within the same set of time. Your test result can be affected by many factors. For example, disturbances during the test session, misunderstanding the instructions or not being genuinely motivated to make an effort, will all result in a lower score than what you actually could have achieved. Since the test is taken within a set time, you ought also to bear in mind that the result also is influenced by the speed at which you worked through them.

If you have any questions about how your result will be used in the company's recruitment or selection process, then please contact the relevant test administrator.