

- SELECT
- DEVELOP
- LEAD

matrigma™

O V E R V I E W   G U I D E

ASSESSIO



T H E   S C I E N C E   O F   P E R S O N A L I T Y

## INTRODUCTION

Matrigma is a high quality psychometric tool that measures cognitive ability and is used to predict career success and job performance. Cognitive ability concerns, among other things, a person's aptitude for accurate problem solving, logical reasoning, and the ability to grasp new information – capabilities that are increasingly needed in the world of work.

Matrigma is a modern and secure test consisting of non verbal matrix type problems. The test results will help predict behaviours such as critical reasoning skills, clear thinking, learning skills and sound decision making. With a high score on Matrigma candidates are often times rated as high performers at work. They are effective in dealing with complex job tasks, they require less attention from their supervisors, and they can handle a high pace at work.

Matrigma will make a measurable contribution to employee selection and recruitment. Whether testing is part of an organizational assessment strategy or if the tool is used on single occasions, Matrigma clarifies and pinpoints fundamental qualities of business related problem solving and demands that are faced on a daily basis.

**a powerful  
predictor of job  
performance**

## FEATURES & BENEFITS

- Based on decades of research on cognitive ability and job performance
- The matrix problem type is one of the most powerful measures of cognitive ability
- Studies show that 7 out of 10 high performers have high scores on Matrigma
- Norm group gathered in selection processes
- High degree of test security through randomization of test forms and response alternatives
- Matrigma makes a unique contribution to a candidate assessment, since cognitive ability is very hard to spot during an interview
- The system supports both proctored and un-proctored testing
- Primarily used as a tool for personnel selection

**high degree of  
test security**

## SCALE & INTERPRETATIONS

The result on Matrigma is transformed into a C-Score. The C-Score ranges between 0 and 10 with an average of 5 and a standard deviation of 2; 0-3 is considered a low result, 4-6 an average and 7-10 a high result.

High scores are associated with behaviors such as quick problem solving, fast learning in new situations, and an ability to solve problems on the spot when there is no room to rely on previous experience. High scorers are typically viewed as efficient, creative in their problem solving, and flexible from an intellectual point of view.

Low scorers are often performing at their best in situations and on job tasks where they can depend on previous experience, rather than in new, unknown situations. Their ability to improvise and to quickly find the most effective way to deal with a task can be challenged in novel situations.

**predicts an ability to  
handle highly complex  
job tasks**

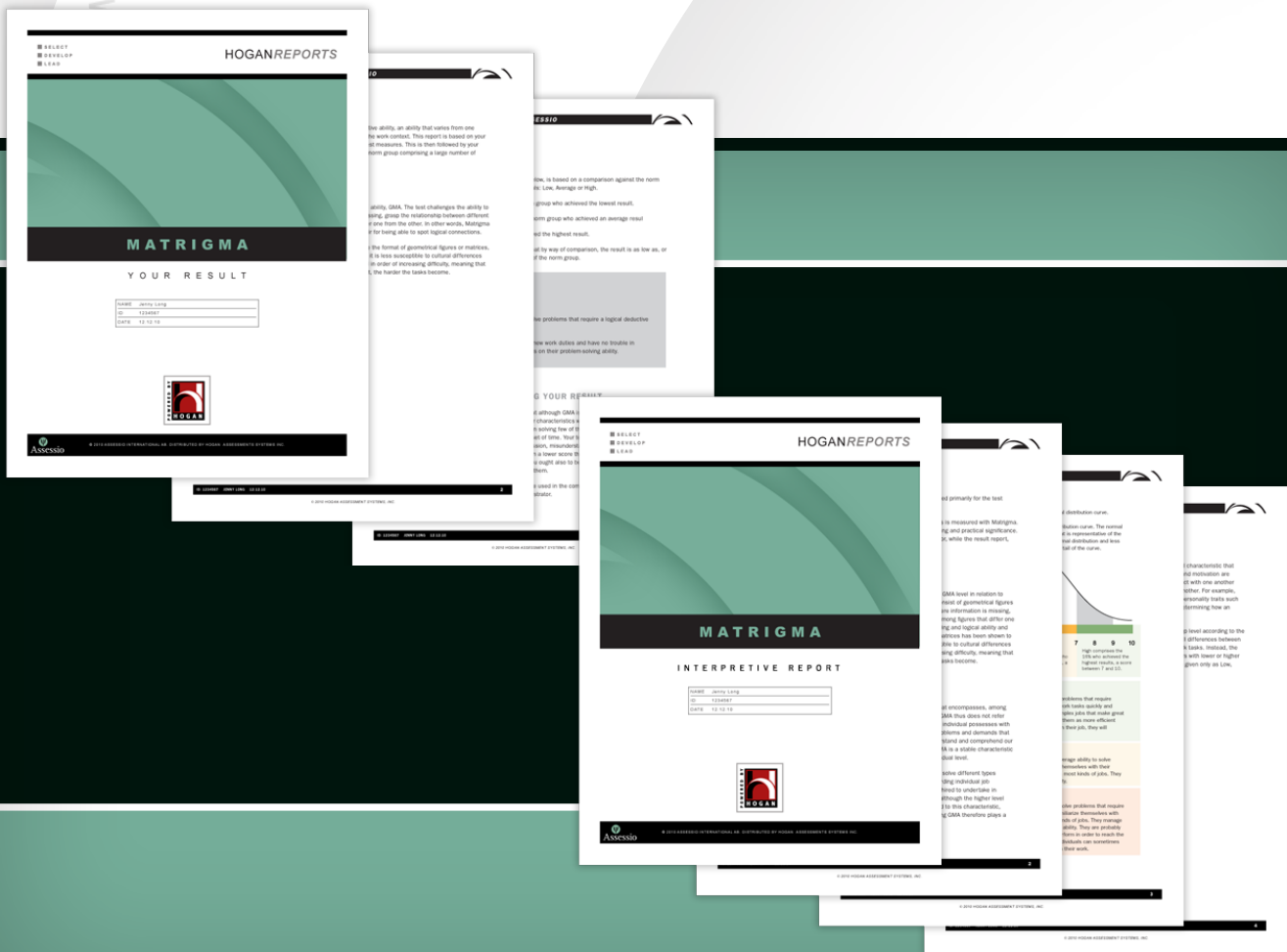
## TECHNICAL FACTS

- 35 items with a 40 minute time limit
- The candidate chooses from six response alternatives that are presented in a random order
- Randomized test forms to maintain test security
- Test-retest studies show a high degree of stability and no evidence of training effects
- International norm group with almost 6,000 candidates, collected through a variety of organizations in their recruitment and selection of personnel
- Available in over 20 languages in over 30 countries

**useful for selection in  
organisations across a wide  
spectrum of industries**

## REPORTS & APPLICATIONS

- Two reports are generated; the Interpretive report (for the test user) and the Your Result report (for the test taker as a written feedback)
- Can be used for screening purposes at the early stages of a selection process or in the final assessment of a few candidates
- Predicts overall job performance as well as task, interpersonal, and learning performance
- The non verbal matrix problem type makes it easy to use Matrigma seamlessly across languages in international organizations and projects
- A high degree of test security ensures that Matrigma can be used for both high-stakes testing, such as proctored assessment for high level positions, as well as for low-stakes testing, such as screening or pre-selection



## ADMINISTRATION

Matrigma is available only as an online administration. The test can be taken individually or by a large group of candidates. The web system is a safe assessment platform where Matrigma can be taken around the clock in multiple languages. Reports from Matrigma are generated instantly upon completion.

## ORDERING INFORMATION

Matrigma was published in 2010 by Assessio International, a test publishing house and consultancy organization that has developed psychological tests since 1954. Matrigma is distributed by Hogan Assessment Systems and the Hogan global network, known for world class assessment tools.

**used to predict  
on-the-job learning  
and job knowledge**



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