

## Quick Facts

Computer adaptive  
mechanical reasoning test

20 minutes in total

24 questions per test

Personalised experience for  
each candidate

High predictive validity  
across all job levels

## Key Features

Re-skin to your brand

Includes verification tests

Scientifically-validated

Fair and unbiased across all  
groups

Adjustable time limits

Intelligent IRT scoring

Integrated with ATSs

Protection against  
candidate cheating

Bespoke test design  
available

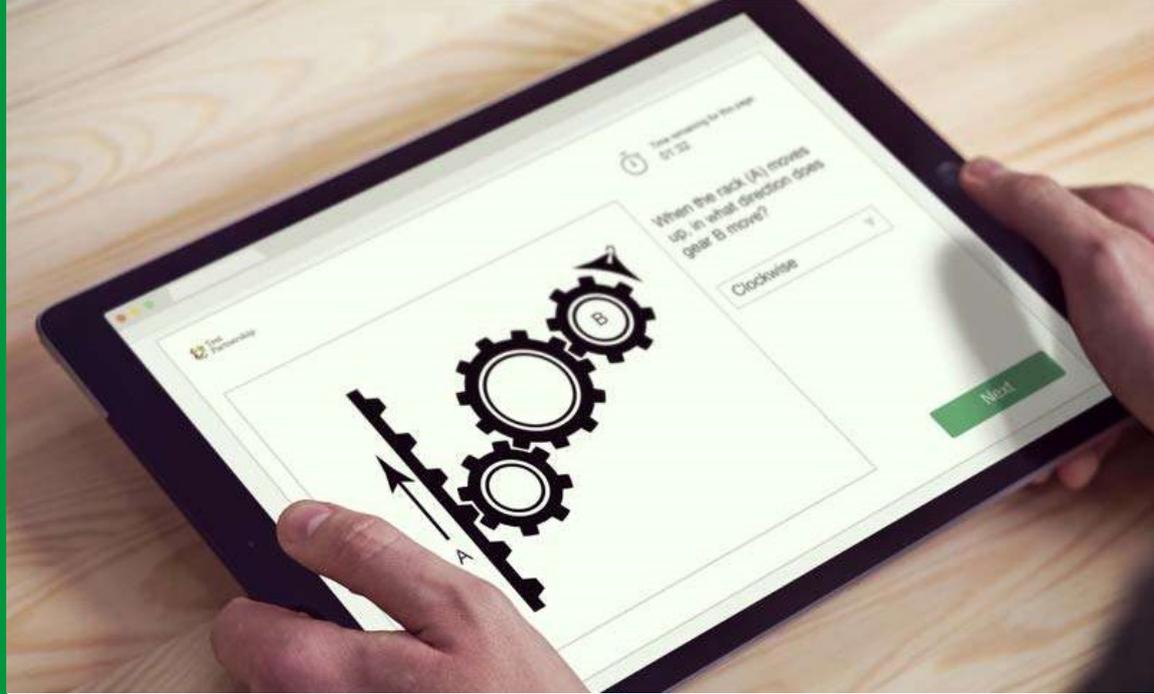
Large general population  
norm group

Secure data management  
and GDPR compliant.

## Contact Us

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# Mechanical Reasoning

Mechanical reasoning is the ability to apply mechanical and physical principles to systems or processes. It is an essential component of general cognitive ability, the strongest predictor of job performance known.

Mechanical reasoning tests are excellent employee selection tools in roles which are very hands-on and technical. Not only are they useful predictors of performance, but also training success and adherence to safety procedures.

Test Partnership's mechanical reasoning test comprises 24 questions, and takes a maximum of 20 minutes to complete, with most people taking around 15 minutes.

This assessment is particularly useful for entry level, apprentice, and graduate level recruitment, especially in highly technical fields.

### Advantages of CAT

- ✓ Higher degree of accuracy
- ✓ Improved reliability
- ✓ Minimises risk of cheating
- ✓ Shorter administration times
- ✓ Improved candidate experience
- ✓ Less stress for candidates
- ✓ Psychometrically robust
- ✓ Customisable & bespoke options

### Benefits and ROI

- ✓ Improved quality of hire
- ✓ Improved candidate experience
- ✓ More trainable staff
- ✓ Greater safety procedure adherence
- ✓ Lower employee turnover
- ✓ Increased fairness and objectivity
- ✓ Faster time-to-hire
- ✓ Reduced administrative burden

### Recommended Uses

- ✓ High volume recruitment
- ✓ Graduates and apprentices
- ✓ Early-stage screening
- ✓ Entry level staff recruitment
- ✓ Technical roles
- ✓ Supplement to other assessments

### Computer Adaptive Testing (CAT) Explained

CATs are more precise and have less risk of cheating compared to traditional tests. Instead of administering fixed question sets, CATs adapt to the candidate's performance, tailoring the testing experience to their level of ability. This means candidates enjoy the test more and the result is more accurate.