



Adaptive General Reasoning Test (Adapt-g)

Based on the latest and most sophisticated Computer Adaptive Testing (CAT) technology, Adapt-g is an efficient way of yielding maximum information in minimum time. Unlike classical testing, CAT testing does not require respondents to complete a fixed set of questions. Instead, CAT tests reveal a respondent's ability by identifying the level of question difficulty the respondent can successfully complete.

Item Response Theory (IRT) is mathematically different from Classical Test Theory (CTT) in terms of:

- How the test is compiled, i.e. item generation
- The administration of the test
- Scoring

The Adapt-g contains items that meet content and "information" specifications. In this way, the test is designed to provide high accuracy and precision with far fewer items than would be required for a typical non-adaptive test. The Adapt-g is specifically developed to assess verbal, numerical and abstract reasoning domains of ability using a sophisticated and efficient method.

The test is item banked. This means that a large number of items are created for the test, it is not a set amount as with classical test theory. The assessment is tailored to the respondent's ability level. Not everyone will do the same items, even if multiple respondents have the same ability level. Due to this, the Adapt-g is suitable for remote administration.

Norms are not used for this type of assessment. However, it has been calibrated for South Africa with over 3000 respondents per subtest. Scores are reported as stanines to facilitate interpretation and feedback.

We are releasing the Adapt-g now due to the unusual circumstances we now find ourselves. We are doing this to enable us to prioritise health and life, and enable our practitioners to render services more safely.

The Adapt-g has been designed to assess candidates across the ability range. Similar to our other ability tests there are numerical, verbal and abstract subtests as well as an overall "g" score.

For any queries please contact Crystal crystal@psytech.co.za

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| Who is the Adapt-g for? | As the Adapt-g tailors itself to the level of the respondent, it is relevant and applicable to ALL ability levels. This means no more judgement-based decisions of which ability level assessment to use. The test is useful for identifying employees who are likely to benefit from further training, those who demonstrate promotion potential and for assessing whether applicants have the minimum ability level necessary for a particular role. |
| What the Adapt-g Measures | The Verbal Reasoning subtest measures verbal fluency, vocabulary and the ability to reason using words. This test is appropriate for all jobs which require a level of verbal ability (e.g. administrative staff, sales positions, system analysts, and executives). The Numerical Reasoning subtest measures the ability to use and understand numerical concepts, to reason using numbers and perceive logical relationships between them. This test is appropriate for all jobs which require a level of numerical ability (e.g. accountants, financial advisors, sales positions). |



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| | <p>The Abstract Reasoning subtest measures the ability to understand abstract logical relationships and reasoning new information outside the range of previous experience. This is the purest form of mental ability and is least affected by previous education and achievement. It is appropriate for all jobs which require bringing logical analysis to bear in novel, intellectually demanding situations.</p> |
| Intended use of the Adapt-g battery | <ul style="list-style-type: none"> • Adults and young people over 15 years of age. • To measure general mental ability, selection as well as identifying staff who will likely benefit from further training and development |
| Administration | Online |
| Timing | 22 minutes excluding administration time |
| Scoring and reporting | Online |
| Reports | <ul style="list-style-type: none"> • Standard report • Feedback report • Group results summary spreadsheet |
| Cost | <ul style="list-style-type: none"> • 2 Credits per scored assessment |
| Optional training | Psytech ability test workshop |