



™

Technical Summary

2014



*Everything we do is backed by an unrivalled record of success, and a dedicated team, empowered to meet your needs...*

*...you can count on it.*

UKGMAT is an ability/aptitude test that has been developed in the United Kingdom in the middle years of the first decade of the 21st century. It is therefore one of the most modern instruments available, and has strong validity in the Education sector.

It should be remembered that the type of verbal documentation and the numerical data that is presented within SLT changes rapidly, as does the behaviour most likely to predict success. An aptitude test based on the analysis of data, or passages founded in the language and data of the 1940's, the 1960's – or even the 1990's – may not be appropriate to 2014 and beyond.

The UKGMAT measures a test-taker's verbal critical reasoning ability and/or their numerical critical reasoning ability.



**With a high presence in the UK, ASDTi provide a range of services to the 11-19 and Sixth-Form sectors**

The UKGMAT began with a search for those abilities regarded as having practical importance to leadership in the middle-to-late years of the first decade of the 21st century.

This exercise involved around a hundred separate interviews, in a variety of different industry segments (Education, Finance, Healthcare, Retail, Wholesale, Professional Services and Manufacturing) in the UK.

To these structured and repertory-grid interviews were added a number of 'focus group' meetings.

The goal was to identify the abilities that were actually 'making a difference' in the workplace, and establish the types of data and written materials that graduates and managers encounter on a regular basis within their work.

Once these were identified, questions were written and standardised. Norms (particularly within Educational SLT) were developed. You can be sure that the questions are relevant to today's SLT and accurately measure aptitudes that make a real difference to performance.



Test on-line, anywhere!

Complete information on reliability and validity, including predictive validity studies showing excellent results, is given in the technical manual, available to purchase or free with the UKGMAT™. Below is a summary for evaluative purposes.

### INTERNAL CONSISTENCY

The UKGMAT's two scales have alphas exceeding 0.86, and for Numerical reasoning, the UKGMAT has an alpha exceeding 0.90.

Compared to other ability and aptitude tests this is very good indeed, and shows that the UKGMAT is highly reliable.

For example, internal consistency alphas for the First Graduate Assessment (ASE), as presented in the technical manual, range between 0.80 and 0.89, with 4 groups out of 6 showing alphas of 0.87 or less. The Graduate and Management Assessment (NFER-NELSON) technical manual mentions alphas of 0.61 (minimum) to 0.85 (maximum) for various test forms and groups.

### TEST-RETEST (STABILITY)

The UKGMAT shows exceptional test-retest stability. 62 applicants for positions in a variety of industries completed the questionnaire initially during the autumn of 2003 and spring of 2004. They were tested again, with an average interval intervening of approximately 4-6 months, and their results were correlated to establish their coefficient alphas. The UKGMAT showed stability coefficients that in both cases exceeded 0.81.

Therefore we can say that the UKGMAT shows exceptional stability over time – these figures equalling those produced by other leading instruments.

### CONSTRUCT VALIDITY

The UKGMAT scales correlate with their equivalents in the NFER-NELSON GMA, ranging from R = 0.75 (Numerical Reasoning) to R = 0.71 (Verbal Reasoning). They correlate with their equivalents in the SHL® MGIB®, ranging from R = 0.83 (Numerical reasoning) to R = 0.70 (Verbal Reasoning). They correlate with their equivalents in the ASE First Graduate Assessment, ranging from R = 0.76 (verbal Reasoning) to 0.67 (Numerical Reasoning) and they also show reasonably good correlations with Psytech's CRT, ranging from R = 0.68 (verbal Reasoning) to R = 0.61 (numerical Reasoning)

The correlation figures for the UKGMAT™ exceed those reported for many major psychological tests by some margin and can be considered strong support for the UKGMAT™ having excellent psychometric properties.

*Our client list includes many household names, but our relationships are long-term. We look for results that will last...*

*...you can count on it.*

The Verbal test has 40 questions, and takes about 30 minutes to complete. Success in this test shows a candidate can draw conclusions from reports given to them, recognising the assumptions they have made and ensuring their actions are properly supported by the actual evidence presented.

The Numerical test has 32 questions and takes about 35 minutes to complete. Success in this test (often used for Bursars and School Business Managers as well as heads and principals) shows an ability to apply numeracy to the solution of financial problems.

ASDTi takes care of all administration and scoring, and we can calculate local norm groups. In addition, we write a premium narrative report based on the results, so that you can properly summarise a person's performance.

## ASDTi have been test publishers for over ten years, with a range of psychometrics, normed in the UK

UKGMAT™ is extremely powerful, very reliable and supremely accurate – yet it's incredibly simple to use.

We carry out all testing for you – on-line, with no hassle to yourself. All we need is a contact number and e-mail address for the people you would like to test. You will usually have your

report within a couple of hours (and it can be within the hour if the testee is available).

Nothing is more flexible than UKGMAT™.

UKGMAT has two tests:

- Verbal Critical Reasoning
- Numerical Critical Reasoning.

#### TO ORDER UKGMAT™

You can order UKGMAT™ by purchase on our website [www.ukgmat.co.uk](http://www.ukgmat.co.uk) or by contacting us via the same site. Our friendly, efficient staff will talk you through the process, and arrange any training you require.

UKGMAT™ is extremely affordable, but has industry-leading accuracy – contact us for a quote.