

- SELECT
- DEVELOP
- LEAD

# Matrigma can identify 70% of high performers



## GMA test

- A classic test of cognitive ability on a modern and secure platform
- Consists of 35 non verbal logical problems with a 40 minute time limit
- Randomized items and response alternatives
- Predicts a number of behaviors necessary for job performance

Matrigma is a classic cognitive ability test built on a modern and secure web platform. The predictive power of Matrigma makes a unique contribution to other selection criteria. Matrigma measures cognitive ability, which concerns a person's ability to solve problems, plan ahead and draw logical conclusions. Research shows that a candidate's level of cognitive ability helps to predict job performance, job satisfaction, voluntary turnover, and training performance as well as counter-productive work behaviors. In more complex jobs such as managerial or specialist roles, cognitive ability has an even higher impact.

Matrigma can be used as a stand-alone measure at the outset of a high-volume recruitment program, or in a complementary role for finalists at the end of the selection process. Matrigma's non-verbal format makes for seamless integration across languages, and the problem-and-response items are randomized so that two candidates never take the exact same test.

Matrigma was published in 2010 by Assessio International, a Swedish test publishing house and consultancy organization that has developed psychological tests since 1954. Matrigma is distributed by Hogan Assessment Systems, an internationally-known leader in personality assessment tools for selection, development and leadership.



## ASSESSIO

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

+1 918.749.0632 | [WWW.HOGANASSESSMENTS.COM](http://WWW.HOGANASSESSMENTS.COM)