



Feedback Report

Memory and Attention Test

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Introduction

This report describes your results on the Memory and Attention Test. This test looks at your ability to memorise increasingly complicated instructions, and apply these quickly and accurately.

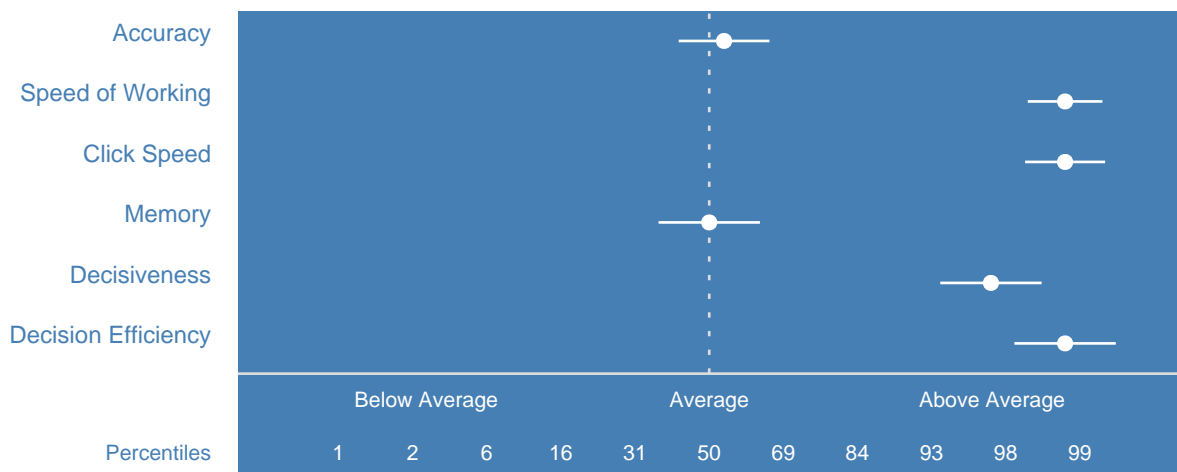
To understand what your score on the MAT test actually means, it has to be put into context. This is done by comparing it to the scores of a larger group of people who have already taken the test. In this case, your test score has been compared to the following group Job Applicant Group (n=675)

The Memory and Attention Test looks at five main areas: Accuracy, Speed of Working, Memory, Decisiveness and Decision Efficiency. The speed with which you were able to use the mouse to click on the shapes was also measured. Your results in each of these areas are given below.

NOTE: For Memory, Speed of Working, Click Speed and Decisiveness, lower raw scores indicate better performance. The percentiles for these scales have therefore been reversed so that higher scores on all scales indicate better performance.

Results

The diagram below gives an overview of your scores on the six indices of performance on the test. For each of these indices, the further the score marker is to the right, the better your performance on that aspect of the test. These results are explained in more detail in the following sections.



Accuracy

The instructions for the Memory and Attention Test directed you to click on various shapes. This part of the Memory and Attention Test looks at how well you were able to follow the instructions, by attending to the screens and clicking on the correct shapes.

In relation to the comparison group, your score on the test was Average. 'Average' means that your score was similar to that of the middle 40% of the comparison group - that is, about 40% of the comparison group score would achieve a similar score.

Speed of Working

The time it took you to complete each of the test screens was recorded. This gives an indication of how quickly you were able to attend to the shapes on each screen and then apply the instructions to the test screens.

In relation to the comparison group, your score on the test was High. 'High' means that your score was similar to that of the top 10% of the comparison group - that is, about the top 10% of the comparison group would achieve a similar score.

The scores on Accuracy and Speed of Working can together provide indications about a person's style of working. If a person is fast and accurate, this indicates that they are highly effective at the task. If they are fast but inaccurate, they may have a tendency to adopt a hasty style and be prone to sacrificing accuracy for speed. The opposite pattern, slow but accurate, would suggest that they have adopted a style which is overly cautious. When both scores are low it suggests that they find the skills measured by the MAT more difficult than other people do.

Click Speed

The time it took you to complete several very easy items at the start of the test was also recorded. Since the instruction for this item ("Click all red shapes") was very easy to remember, the time taken to respond to these items will give an indication of how quickly you were able to click on shapes. This in turn should be taken into consideration when evaluating your speed of working, as reported above.

In relation to the comparison group, your score on the test was High. 'High' means that your score was similar to that of the top 10% of the comparison group - that is, about the top 10% of the comparison group would achieve a similar score.

Memory

In the Memory and Attention Test, you were given a number of instructions to remember. As you went through the test, the number of instructions you had to remember increased. This part of the test looks at how well you were able to remember the instructions, without needing to be reminded of them.

In relation to the comparison group, your score on the test was Average. 'Average' means that your score was similar to that of the middle 40% of the comparison group - that is, about 40% of the comparison group score would achieve a similar score.

The following points might be helpful to you in interpreting your score on the 'memory' aspect of the test.

High memory scores with high accuracy scores indicate a good ability to remember the instructions.

High memory scores with low accuracy scores indicate either a misjudgement by the person concerning their ability to remember or a greater willingness to guess even if they are unsure.

Low memory scores with high accuracy may indicate either that the person does not trust their

memory or, alternatively, that they have a style which involves excessive caution or apprehension.

Low memory scores with low accuracy indicates that the person had trouble with the basic tasks in the MAT

Decisiveness

This is a measure of how infrequently you changed your mind about whether a shape should be clicked or not. A high raw score indicates that you changed your mind frequently. A low raw score indicates that you changed your mind very infrequently, if at all.

In relation to the comparison group, your score on the test was High. 'High' means that your score was similar to that of the top 10% of the comparison group - that is, about the top 10% of the comparison group would achieve a similar score.

Note that if a person has a high decisiveness score but a low memory score, this would suggest that by continually checking the instructions for the task, they have ensured that they do not make mistakes that they later have to correct.

Decision Efficiency

This is an overall measure which combines both accuracy and speed. It is effectively an indication of the number of correct items you completed per minute. The higher the raw score on this measure, the better your performance when both accuracy and speed are considered together.

In relation to the comparison group, your score on the test was High. 'High' means that your score was similar to that of the top 10% of the comparison group - that is, about the top 10% of the comparison group would achieve a similar score.

Final Points

Finally, when considering the results presented in this report, you should note the following points:

- Psychometric tests are only one source of information about your abilities and style, and the test you have taken only looks at quite specific abilities.
- All test scores (as with any measurement) are subject to error. Scores therefore indicate a band of ability within which you might fall. As the test you have taken is still being developed, this might also add to the amount of error in your test score.
- High scores are easier to interpret than low scores. There are few reasons for people to do well other than that they have the ability being measured. People can, however, get low scores for many reasons - misunderstanding, lack of familiarity with tests, anxiety, etc. Low scores should therefore be seen as meaning that "you have not yet shown evidence of this ability on this test".
- All scores are compared to a group of people who have already taken the test - people at various stages of their education, those working in different jobs, etc. Test scores are not, therefore, fixed. A score may be above average compared to one group and below average compared to another.
- The results show how you performed on the test on this particular occasion. Your scores can fluctuate according to a number of different factors: this means your scores may change if you took the test again.