

# PfS Memory and Attention Test (MAT)

## Managing the ever changing demands of today's workplace

The Memory and Attention Test simulates one of the key characteristics of the busy modern workplace – the need to quickly memorise instructions and procedures and then apply these quickly and accurately. This unique assessment uses computer technology to give you a rich understanding of this valuable capability that complements more frequently assessed abilities such as those assessed through the PfS Reasoning Tests.

### The PfS MAT is a new way of looking at performance offering:

- flexible online administration, scoring and reporting;
- a multi-faceted assessment of memory and attention capabilities;
- short completion time without compromising reliability;
- attractive and engaging design to enhance candidate motivation;
- a range of tailoring options to suit your needs;
- up-to-date norms;
- focussed range of report options e-mailed to you immediately.

### Key abilities

The PfS MAT is based around a simple, accessible item-format which looks at the ability to memorise instructions and apply these quickly and accurately. As the test progresses, the number and complexity of instructions increases to quickly challenge even the most capable of test-takers.

As a multi-faceted assessment, the MAT, provides a number of measures which can be used to explore a test-taker's pattern of responses and build up a rich profile of performance. The facets measured are:

- speed of working – the time taken to complete the test;
- memory – the number of times a test-taker needs to update their memory about the current set of instructions;

#### PfS Memory and Attention Test (MAT) at a glance

##### Use to:

Assess the ability to hold instructions in short-term memory and apply them quickly and accurately

##### Use for:

Recruitment, development and guidance

##### Use with:

Whole ability range, from school-leavers to senior managers

##### Administration:

Online

##### Timing:

17 minutes (plus untimed examples)

##### Number of items:

50 screens in total (10 sets of instructions, each followed by 5 screens)

##### Reports:

Comprehensive reports details a range of facets of performance for administrators and test takers

##### Norm groups:

Up-to-date general population norm group

##### Reliability:

0.88 to 0.93 depending on facet of ability measured

##### Training required:

BPS Test User Ability or use through Team Focus's Bureau Service

- accuracy – the number of test screens that are completed correctly in accordance with the current instructions;
- baseline response speed – how quickly simple screens at the beginning of the test are completed, so giving an indication of the test-taker's fluency with the mouse and speed of responding.

### Advanced analysis and reporting

Innovative reports give rich profiles of your candidates, including an analysis of speed of working, memory and accuracy, as well as a baseline assessment of speed of responding through the computer. Comprehensive reports of performance are available for both administrators and test-takers.

### The online advantage

Our online system works the way you want to, giving you the option of using the PfS Reasoning Tests at any stage in your selection or development process.

Screening can take place early in a recruitment process, giving you additional information for that first-sift, or under further down the recruitment pipeline – the choice is yours.

### Designed for you

The PfS assessment system can be readily tailored to your needs. Company sponsored entry pages can be designed to reflect your branding and company logos included on reports.