

Feedback Report

The Memory and Attention Test

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introduction

The Memory and Attention Test assesses your ability to memorise a set of rules and then apply these rules as accurately as you can, while maintaining your speed of work at the same time.

At the start of the test, the rules used are fairly simple and straight-forward (e.g. "Click on all blue triangles"). But they become more complex as you go through the test, making them increasingly difficult to remember.

The skills assessed by the Memory and Attention test are important in areas of work where a good memory, attention to detail and accuracy are needed: for instance, accounting, finance, scientific investigation, computer programming, air traffic control, archiving, surveying and quality control, to mention just a few examples.

There are other areas where, although less central, these skills are nevertheless important for at least some of the time. Examples of such jobs include healthcare, the emergency services, the armed forces, production monitoring, pharmaceutical dispensing, administrative work and so on.

This report presents your results from the Memory and Attention test and then goes on to give you some ideas for things you could do to improve your skills in this area.

Remember that your results on this test will have been influenced by both your natural skills and also the strategy you used when you were taking the test: (i.e. whether you chose to concentrate mostly on speed of working or on making sure your responses to the test were accurate).

Remember also that skills assessed by the Memory and Attention test may form only part of what might be required for any given job and other skills not assessed by this test may also be important.

how the memory and attention test is scored



Your responses to the Memory and Attention Test were analysed in the following way.

Firstly, for each screen of the test, your responses were marked as either correct or incorrect. In other words, if you followed the rules exactly for a particular screen, then that screen would have been marked correct. If you had made any errors, the screen would have been marked as incorrect. The number of screens you responded to correctly was used to calculate your 'accuracy' score.

Secondly, the amount of time you spent on each screen was also recorded, as was any time you spent reading the Help screen to remind yourself of the rules for that screen. The test program also recorded the number of times you changed your mind as to whether one of the shapes should be clicked or not.

The data was then analysed to produce five different scores. These are explained below to help you understand your results which will be presented on the following pages. The five scores are shown below:

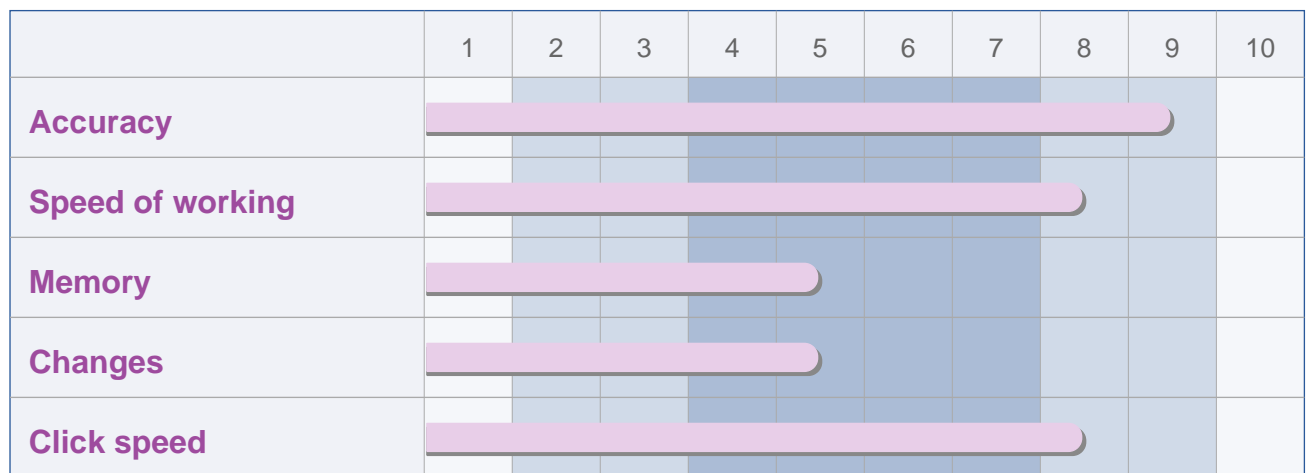
Accuracy	The number of screens which you answered correctly
Speed of working	How quickly you worked (based on the total amount of time you spent working on the entire set of screens)
Memory	The number of times you clicked on the Help button to remind yourself of the rules for any of the screens. A high score indicates few clicks on the Help button.
Changes	The number of times you changed your mind as to whether or not a shape should be clicked. A high score indicates few changes made.
Click speed	How long it took you to complete the first set of very easy screens (used basically as a measure of how quickly you can use a computer mouse). A high score indicates fast use of the mouse.

In the graph on the following page, the scores are presented on a standard 1 - 10 scale and this indicates how well you did in comparison with other people who have taken this test previously. The group of people with which your scores were compared was 'Job Applicant Group (n=675)'.

a summary of your results



Your scores on the Memory and Attention Test are shown in the following graph.



Your results show that, in relation to the comparison group, you completed the task extremely accurately and also worked very quickly. In other words, as well as being very accurate in your responding you also completed the task in a very efficient manner.

You obtained an average score for 'Memory'. This means that, compared to other people, you did sometimes click on the Help button in order to remind yourself of the rules for the screens as you were going through the test, though not to a greater extent than most other people do when taking this test. Given that your accuracy score was much higher than most people's, it seems that you judged this quite well and only reminded yourself when you needed to, perhaps with the more complex screens in the test.

Your score for 'Changes' was average compared to most people. An average score in this context means that you did make some changes to your initial responses, though not as many as some people do. This suggests that you probably spent at least some time checking your response to each screen and made changes if you discovered you had made errors. Since your accuracy score is very high compared to most people, it seems that you adopted a fairly sensible strategy in this respect and managed to balance your checking of a screen with the amount of time you had to complete the test.

The score you obtained for Click Speed was very high when compared to most people. This score is obtained by seeing how quickly you completed the first very easy set of items for which the rule was "Click on all red shapes". Because the rule is very simple and very easy to remember, the click speed score effectively assesses the speed with which you can click on the shapes with the mouse rather than assessing any aspect of your cognitive abilities.



focussing on accuracy

Take a look at the questions below and consider how you would answer them.

- How do you think most people would react if they notice:

a typing error in a newspaper article?

a calculation error in a business spreadsheet?

a mistyped dosage in a medical prescription?

- For each of the three situations above, what are the possible reasons for which the error in question might have arisen?
- What tasks, if any, in your current job (or in a past job) require high levels of accuracy?
- Do you consider yourself to be naturally good at things which require accuracy?

If your answer is no, are there ways in which you try to overcome this by how you approach tasks?

- Have you ever been under pressure to get a task finished quickly and without sufficient time to make sure you got all the details right? How did you manage?
- Are there ever times in your work where you let yourself get away with being inaccurate, thinking either that it doesn't matter or that "someone else will correct it for me later"?
- Think back to the Memory and Attention Test. If you were to take it again, would you now use a different strategy in order to improve your scores?

Remember - achieving accuracy in one's work is not simply a matter of skill - it is also to do with attitude of mind. Unless you realise the importance of accuracy for a given task, you may not achieve the level of accuracy required.

Remember also, that if you are not a naturally accurate person, you can always make up for this . . . by taking extra care!



final remarks

This report has provided you with your results from the Memory and Attention Test and has also provided you with some ideas which hopefully will be useful to you.

Remember however that the results shown here reflect only how you performed on this particular occasion and if you were to take the test again, your results might differ. This is because performance on a test of this sort can vary due to a variety of factors which can affect a person at the time of taking the test. Furthermore, your performance on this test will have been influenced by your underlying abilities, the strategy you adopted, whether you have had practice on this sort of task before and your attitude towards taking the test.

Remember also that the skills assessed by this test are likely to be only one of several components which are relevant to how well you might perform in any given job.

Finally, although there are some abilities and skills which are difficult to improve upon merely by practice, there are other areas where we certainly can improve, either by working hard to develop our skills or by carefully monitoring and adapting the strategies we use when undertaking particular tasks.

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