



MECHANICAL AND TECHNICAL APTITUDE DEVELOP

Pat Participant

February 2022



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Introduction

The Assessment

Mechanical and Technical is a measure of mechanical and technical aptitude that has been developed specifically for online, unsupervised testing.

Technical aptitude tests predict the success of applicants in technical/craft apprenticeships or training. It is recommended to assess General Mental Ability such as the GCAT alongside technical aptitude to gain a more comprehensive view of a person's ability. Mechanical and Technical assesses aptitude in the following areas:

- Ability to grasp new physical principles
- Ability to practically apply technical concepts
- Ability to think about shapes and spatial relationships, and visualise objects in 3 dimensions

The Report

The purpose of this report is to give information about Pat's performance on the test. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which can be explored with him.

Private and Confidential

This is a confidential assessment report. This report was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional, and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).

Waiver

When reading this report, please remember that it is based exclusively on the information gathered from the test session only and describes performance exclusively on the Mechanical and Technical Aptitude test. The publishers, therefore, accept no responsibility for decisions made using this assessment and cannot be held responsible for the consequences of doing so.

Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare participant results. As a guide, scores of 1 to 3 are considered well below average, while scores of 5 to 6 are average, and scores of 8 to 10 are considered well above average.



Comparison Group (Norm)

The following norm group was used to compare results against.

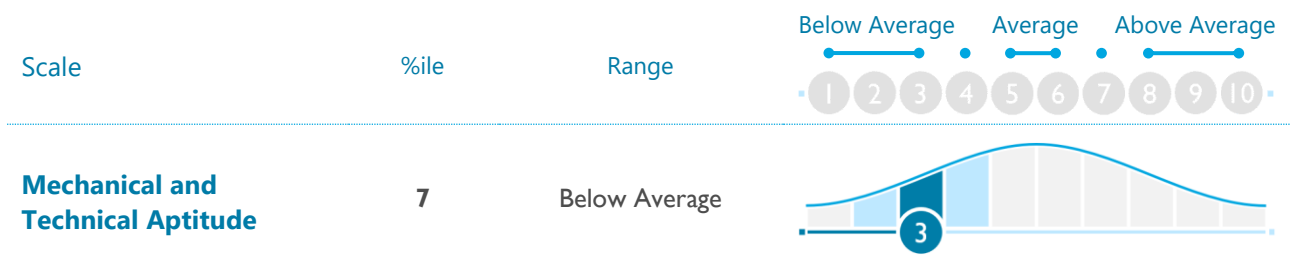
Assessment	Name	Size
Mechanical and Technical Aptitude	Participants	347

Profile Summary

The following elements are used to describe the results.

Percentile Score (%ile)	Is a value on a scale of 100 that reflects the percentage of people in a sample who score below the participant's score.
Range	This is a qualitative indicator that is based on the Sten score and indicates how well a participant has performed using a 5-point score band.
Sten Score (1-10)	A Sten score is a standardised measure used to compare participant results. Presented on a 10-point scale, a score of 1 indicates low performance and a score of 10 indicates high performance.

Profile Charts



Results in Detail

Mechanical and Technical Aptitude

Technical aptitude assesses the ability to grasp and practically apply new physical and mechanical principles. It consists of items which require an understanding of a range of technical principles such as motion, forces, fluids, materials, optics, electrics and technical visualisation.

Profile Description

- Compared to the reference group, Pat has performed particularly poorly on the technical aptitude test. Scoring below average suggests that his ability to understand mechanical and physical principles is likely to be weaker than the average person.
- While he should be able to grasp technical concepts of a day-to-day nature, he may have difficulty understanding more complex concepts and may require others to review his work.

Development Recommendations

- Remind Pat that developing this ability is a matter of practice and discipline and can be achieved by reading technical books, enrolling in classes or taking on challenging technical projects.
- Provide Pat with additional time to understand technical concepts.
- Pair him with more technically-oriented colleagues who can support him in understanding more challenging concepts.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*



Development Plan

Use this section to summarise and document Pat's development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Share the feedback report with Pat and read the report prior to conducting a coaching session.
2. Corroborate the results with Pat and explore other sources along with any implications before considering any development interventions.
3. Adopt a supportive and balanced approach to ensure observations are supported and accepted.
4. Take notes and agree on action plans with him.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					