

PROFILE OF ABILITIES

Profit from precise statements about intellectual strengths and weaknesses of the candidates.

Basic abilities are measured, which form the basis for complex intellectual behavior. An individual profile shows strengths and need for improvement. Different modules are used, depending on the professional requirements. Information about flexibility in thinking, logical-analytical ability and medium-term memory skills is collected.

Logical Sequences
Question 1

4	11	18	25	32	39	46	?
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The next number in the sequence is:

▶

?

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Item example Profile of Abilities – Logical Sequences

Numerical Equations
Question 1

	CO1	CO2	CO3	CO4	CO5	CO6
R1	4	2	3	8	6	2
R2	6	7	1	5	0	7
R3	2	5	9	4	3	4
R4	3	9	4	6	7	2
R5	0	3	7	2	4	8
R6	5	1	8	4	9	3

In row x, add the number in column y to the number in column z.

x = 3; y = 1; z = 6

The result of the operation is:

▶

?

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Item example Profile of Abilities – Numerical Equations

Reliability

We inspect the exactness of the procedure regularly.

You can see the internal consistency in the index – calculated by means of Cronbach Alpha.

(Dated 09/2005, Random sample amount 3,133 persons)

Logical Sequences	0.80	Vocabulary	0.77
Numerical Equations	0.94	General knowledge	0.70
Memory skills	0.67		

Validity

The validity of the Profile of Abilities was proven by two scientific studies in the meantime.

- > Dagmar Lercher (2002) analyzed the prognostic validity of the HILL Competence Analysis[®] for the success of studies at a college. In course of this she determined that the profile of Abilities and the results of the performance and concentration test allow the best prognosis for the success of the study.
- > The first version of the vocabulary test was developed in the course of the dissertation of Füreder (1988). He proves high correlation with the verbal part of the IST 70.

Reasonability

Criteria for abortion of the procedure allow avoidance of frustration for the candidates and over dimensional expenditure of time.