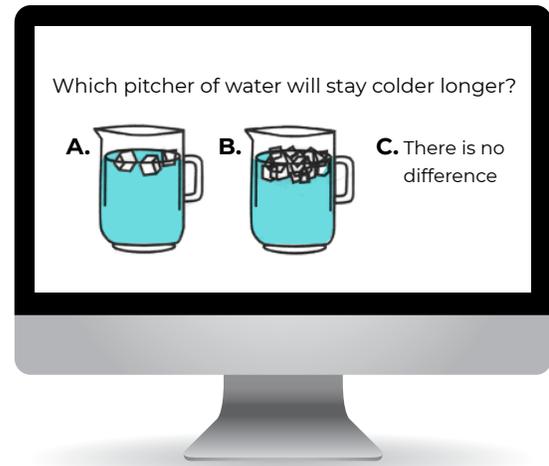# ✕Criteria

WTMA

Wiesen Test of Mechanical Aptitude

Measures:

✔ Ability to learn how to operate, maintain, install, and repair equipment and machinery

60 Questions
Estimated Time: 30 minutes

Which pitcher of water will stay colder longer?

A.   **B.**   **C.** There is no difference

Answer: B

The Wiesen Test of Mechanical Aptitude measures a subject's mechanical aptitude, which can predict performance for occupations involving the operation, maintenance, and servicing of tools, equipment, and machinery. Reading level for the WTMA is estimated to be at the sixth-grade level, and the WTMA is also available in a Spanish-language version. The WTMA's content is designed to minimize gender and racial/ethnic bias, and it has been shown to have lower adverse impact than older mechanical aptitude tests.

Vince Sample
Position: Sample Test Portfolio
Test Date: June 5, 2023
Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0

✕Criteria
Score Report

APTITUDE TEST
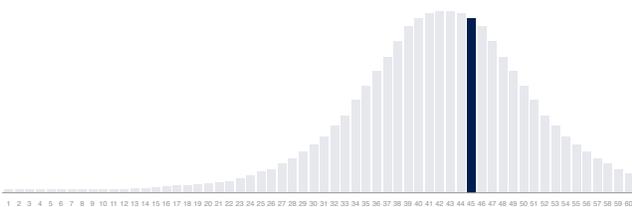**Wiesen Test of Mechanical Aptitude**

The WTMA measures a subject's mechanical aptitude. The test can predict performance for occupations that involve the operation, maintenance, and servicing of tools, equipment and machinery.

Results Summary

45	66
Raw Score	Percentile

Raw Score

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60

Results Details

Vince Sample achieved an overall score of 45, which means Vince answered 45 questions correctly. This corresponds to a percentile rank of 66, meaning Vince scored better than 66% of the people who have taken this test.

Score Explanation

High Range Scores (Above 80th Percentile)
People with higher test scores can generally learn and do mechanical jobs better than people with mid or low range scores. They are more likely to pick up training faster than those with lower scores.

Low Range Scores (Below 25th Percentile)
People with lower mechanical ability may be able to do many mechanical jobs, but may require more training and may take longer to pick up on job skills.

Mid-Range Scores (25th to 80th Percentile)
People with mid-range scores can generally learn and do mechanical jobs, but may require more training than people with high range scores.

Score Report Data That Helps You Hire

Each report provides powerful information in an intuitive and easily understandable format.

What you'll find:

1 **RAW SCORE:** Questions answered correctly

2 **PERCENTILE:** A performance metric indicating performance relative to others

3 **SCORE RANGES:** Recommended by position

Results are instant – view your candidates' score reports as soon as they finish the assessment.

Research shows that cognitive aptitude is one of the most accurate predictors of job success:

1.6x more than interviews

4x more than experience

Aptitude as a Predictor of Performance

Research shows that cognitive aptitude is one of the most accurate predictors of job success: 1.6x as predictive as job interviews and 4x as predictive as experience.

Scientifically Validated

The WTMA has been extensively validated, demonstrating that the test is highly predictive of job performance for a wide variety of jobs that require the operation, maintenance, and repair of equipment and machinery. During the validation process, extra care was taken to reduce adverse impact along gender lines, and the test has demonstrably less adverse impact than other mechanical aptitude tests.

Top Positions for the WTMA

- ✓ Machine Operators
- ✓ Electricians
- ✓ Construction Workers
- ✓ Field Service Technicians
- ✓ Mechanics

Case Study

A manufacturer used the WTMA to improve quality of hire for machine operators. Those who passed the test were much more likely to receive a high performance rating (on a 5-point scale) from a manager.

Job Performance Rating by WTMA Score

	Low Scorers	High Scorers
Rating	~3.4	~3.9