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.

Which pitcher of water will stay colder longer?

A.              B.              C. There is no difference

Answer: B

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.
Aptitude as a Predictor of Performance
Research shows that aptitude is one of the most accurate predictors of job success: twice as predictive as job interviews, three times as predictive as experience, and four times as predictive as education level.

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.

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.

<table>
<thead>
<tr>
<th>JOB PERFORMANCE RATING BY WTMA SCORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low Scorers</td>
</tr>
<tr>
<td>2.5</td>
</tr>
<tr>
<td>3.0</td>
</tr>
<tr>
<td>3.5</td>
</tr>
<tr>
<td>4.0</td>
</tr>
<tr>
<td>4.5</td>
</tr>
</tbody>
</table>

TOP WTMA POSITIONS
- MACHINE OPERATORS
- ELECTRICIANS
- CONSTRUCTION WORKERS
- FIELD SERVICE TECHNICIANS
- MECHANICS