

MIRA

MATRICES OF INTELLECTUAL REASONING ASSESSMENT

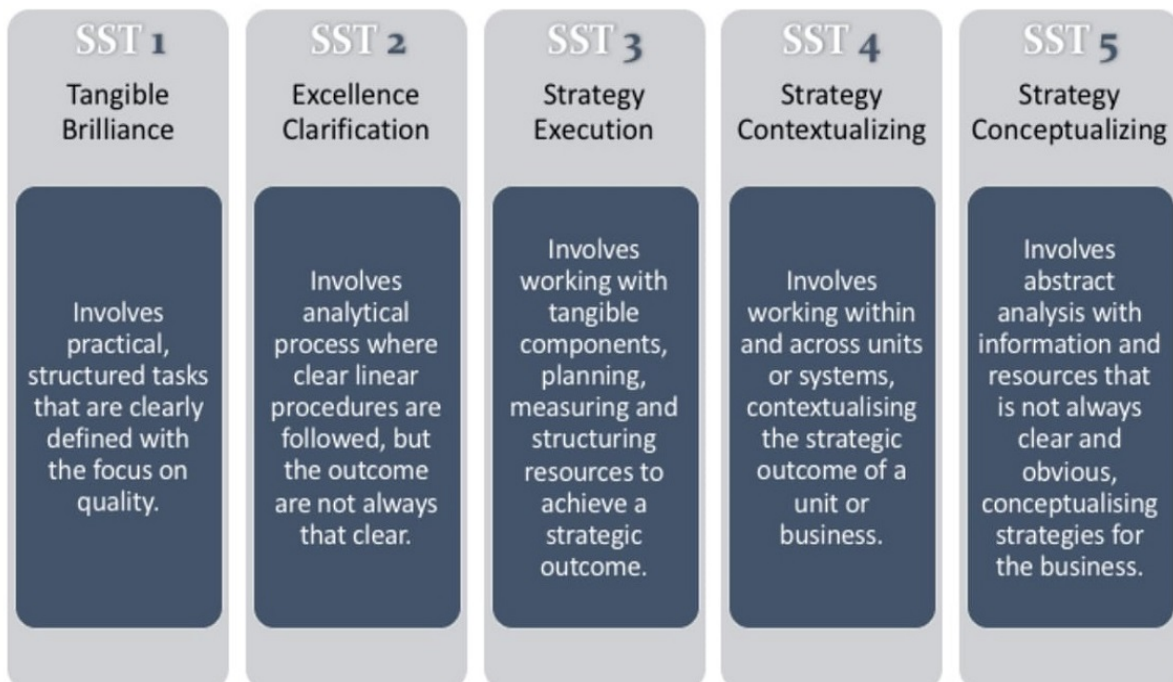
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Matrices of Intellectual Reasoning

The Matrices of Intellectual Reasoning Assessment (MIRA) is a non-verbal mental ability test that requires test-takers to find solutions to a range of different problems. It measures observation skills, thinking ability, intellectual capacity and efficiency. It also measures one's ability to formulate new concepts, extract meaning out of ambiguity and to think clearly about complex situations and events.

The Stratified Systems Theory (SST) developed by Eliot Jaques defines work in different organisational levels, mainly on the basis of decision-making complexity. MIRA measures the individual's capability to find solutions through different levels of complex problems.

Complexity, Ambiguity and Uncertainty



Quality, Service and Value

SST LEVEL 1 - TANGIBLE BRILLIANCE



John seems to be more comfortable working in an environment with tangible outputs where quality is his main priority. He may prefer to follow a clear set of guidelines to perform optimally and is more inclined to function in an operational and/or technical environment. A structured environment will probably suite him better where he can plan and organise his daily activities. He might also be more inclined to follow routines as this will make his work activities more predictable and measurable.

Leaders on this level are usually leaders of self, having to manage their own work schedules and plan their own day-to-day activities.

Disclosure

Purpose: The purpose of this report is to indicate the test-taker's results on various skills, aptitude, potential and behavioural attributes. This report is for the attention of the manager who requested the assessment and remains the property of AssessmentHouse. This report may not be shared with any individual or company who is not trained in psychometric testing or have been authorised through informed consent by the test-taker and supervising psychologist.

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