CMRA
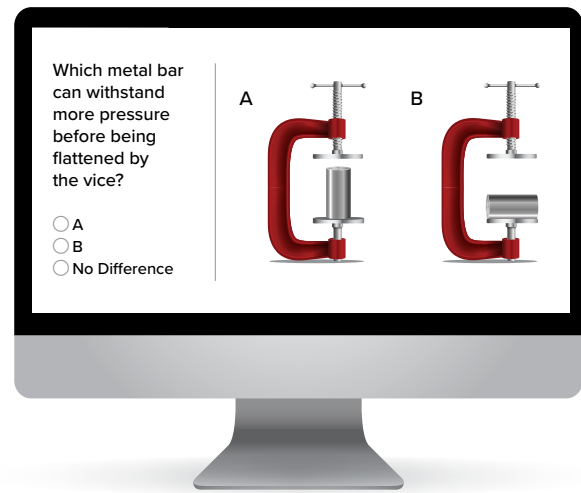
Criteria Mechanical Reasoning Assessment

Measures:

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

30 Questions
Estimated Time: 15 minutes

Which metal bar can withstand more pressure before being flattened by the vice?

○ A
○ B
○ No Difference

Answer: B

The Criteria Mechanical Reasoning Assessment (CMRA) measures a candidate's mechanical aptitude and reasoning ability. The CMRA is a short, mobile-friendly test that can predict performance for occupations involving the operation, maintenance, and servicing of tools, equipment, and machinery. Reading level for the CMRA is estimated to be at the sixth-grade level, and the content is designed to minimise gender and racial/ethnic bias that can occur in other traditional mechanical aptitude tests.

Lisa Sample

Position: Sample Test Portfolio
Test Date: July 8, 2020
Test Event ID: ABC-1234-EFGH

Criteria Score Report

APTITUDE TEST

Criteria Mechanical Reasoning Assessement

The CMRA 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.
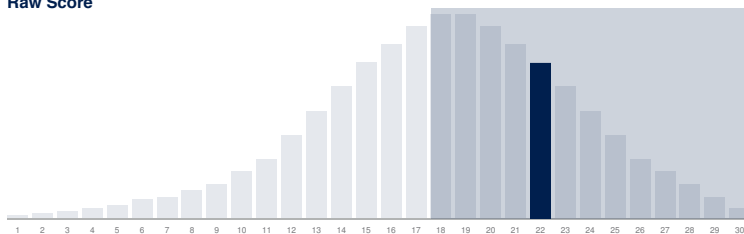
Results Summary

22	60
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

Selected Score Range	Materials Handler Suggested Range: 18-30	✓ In Range

Results Details

Lisa Sample achieved an overall scored of 22, which means Lisa answered 22 questions correctly. This corresponds to a percentile rank of 60, meaning Lisa scored better than 60% 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.

Score Report Data That Helps You Hire

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

What you'll find:

❶ **RAW SCORE:** Questions answered correctly

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

❸ **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:

2x more than interviews

3x more than experience

4x more than education

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 CMRA 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.

Seamless Test-Taking Experience

The CMRA is a brief assessment that is optimised to be taken anytime, anywhere. The assessment provides a quick and seamless test-taking experience on any device.

Top Positions That Use CMRA

✓ Machine Operators

✓ Electricians

✓ Construction Workers

✓ Field Service Technicians

✓ Mechanics

Criteria