the Bridge

abstract

Candidate Manual

Abstract aptitude test - online administration

abstract

Manual The Bridge Abstract

This instruction leaflet provides you with background information about The Bridge Abstract. Reading this leaflet can help you when you fill out this aptitude test. This leaflet shows you how you can best prepare yourself for this test, so you can perform as good as possible.

Why are aptitude tests used?

Organizations often use aptitude tests as a part of assessment procedures. These assessments are used for selection or development of employees. Research shows that aptitude tests can predict future work behavior well.

Aptitude tests can help you to:

- Give you insight in what you are good at
- Be judged honestly at the criteria in a selection procedure
- Find out about your strengths and areas where you can develop yourself
- Make a well-considered career choice based on your ability

Organizations use aptitude tests to:

- Select employees who fit the requirements of a specific function the best
- Determine at which area employees or candidates can develop in the future
- Acquire an objective representation of a person's ability

Instruction

On the following pages are two examples of questions which are similar to the questions in the test. By filling out these questions you will understand the aptitude test better. This manual is intended for intermediate vocational education level, higher vocational education level and University/MBA level. That is why it is possible that the actual questions in the test are easier or more difficult than the examples in this manual.

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You will see screens with basic information (abstract symbols). This information is what is needed to solve the question. Choose the answer that best fits the question. If the right answer is not present choose 'none of the above'. You can select the right answer by 'clicking' it with your mouse. The abstract aptitude test consists of 25 questions. You have a 17 minute time limit to fill out the questions. Try to answer all the questions within this time limit.

Example 1: (intermediate vocational education)

INFORMATION

key	effect
q	Changes the colour of circles
h	Makes the first and last shape larger
n	(see examples)

EXAMPLES

start	key	end
○ □ ■ ■	q	● □ ■ ■
△ ▲ □ ●	h	△ ▲ □ ●
● ■ △ ■	n	● ■ △ ■

The right answer to the upper question is [q]. In this example 'q' changes the color of the circles. In the question all circles change color.

Example 2: (higher education/university)

The right answer to the upper question is [vertical arrow figure] . In this example 'q' puts a vertical arrow in the figures.

If you feel that a certain question is too difficult, choose the answer that appears as the best answer to you and proceed to the next question. You also have the possibility to skip this question. You can try to finish the question after you answered the other questions.

Keep good track of the time while you fill out the test. A clock is available, here you can see how much time you have left. Also, there is a timeline which shows the percentage of how much time you already used.

Preparing for the aptitude test

1.   Try to improve your abstract ability

The best way to improve your abstract skills is to work with abstract data and data which needs logical reasoning. Several practice questions are available in books and online. Of course it is good to practice these questions, but there are other things you can do to prepare yourself:

- Try to solve logical puzzles, these can be found in puzzle books, internet or news papers.
- Look for issues that need to be solved with analytic or logical reasoning.
- Try to find out more about logical systems, these can be found within IT, biology or chemistry for example.

2.   Before the test

- Try to keep to the instructions in this manual as much as possible.
- Make sure that you have a good night sleep before your assessment or testing day.
- Provide yourself with enough time to get to the location where you fill out this test or do the assessment, so don't hurry.
- If you wear glasses or contact lenses or a hearing aid, make sure that you have them with you.

3.   During the test

- Try to stay calm. Good preparation will ensure you to be calmer and less nervous.
- Read the instructions shown during the test, the time will start running when you start with the first question.
- The test starts with three practice questions. Take your time to practice these questions, you can repeat them as often as you like.
- Don't hesitate to ask questions to the test administrator when things are not clear to you.
- Carefully read the questions!
- Try to work as fast as possible. Don't hesitate too long about one question.