



MECHANICAL AND TECHNICAL APTITUDE DEVELOP

Sam Sample

June 2025





Introduction



The Assessment

Mechanical and Technical is a measure of mechanical and technical aptitude that has been developed specifically for online, unsupervised testing.

Technical aptitude tests predict the success of applicants in technical/craft apprenticeships or training. It is recommended to assess General Mental Ability such as the GCAT alongside technical aptitude to gain a more comprehensive view of a person's ability. Mechanical and Technical assesses aptitude in the following areas:

- Ability to grasp new physical principles
- Ability to think about shapes and spatial relationships, and visualise objects in 3 dimensions
- Ability to practically apply technical concepts



The Report

The purpose of this report is to give information about Sam's performance on the test. The report identifies potential strengths and challenges as well as suggests possible coaching or development actions which can be explored with them.



Private and Confidential

This is a confidential assessment report. This report was requested for a specific purpose and has influenced the information and conclusions drawn. The information contained in this report should only be interpreted by a trained professional, and in the context of other relevant information (i.e., actual experience, interests, skills, and aptitudes).



Waiver

When reading this report, please remember that it is based exclusively on the information gathered from the test session only and describes performance exclusively on the Mechanical and Technical Aptitude test. The publishers, therefore, accept no responsibility for decisions made using this assessment and cannot be held responsible for the consequences of doing so.



Rating Scale

Charts in this report are described in terms of a standardised Sten score that is presented on a scale of 1 to 10 and which allows us to compare participant results. As a guide, scores of 1 to 3 are considered well below average, while scores of 5 to 6 are average, and scores of 8 to 10 are considered well above average.



Comparison Group (Norm)

The following norm group was used to compare results against.


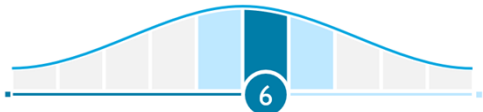
Assessment	Name	Size
Mechanical and Technical Aptitude	General Participants	351

Profile Summary

The following elements are used to describe the results.

Percentile Score (%ile)	Is a value on a scale of 100 that reflects the percentage of people in a sample who score below the participant's score.
Range	This is a qualitative indicator that is based on the Sten score and indicates how well a participant has performed using a 5-point score band.
Sten Score (1-10)	A Sten score is a standardised measure used to compare participant results. Presented on a 10-point scale, a score of 1 indicates low performance and a score of 10 indicates high performance.

Profile Charts

Scale	%ile	Range	<div> <div>Below Average</div> <div>Average</div> <div>Above Average</div> </div> 
Mechanical and Technical Aptitude	66	Average	



Results in Detail

Mechanical and Technical Aptitude

Technical aptitude assesses the ability to grasp and practically apply new physical and mechanical principles. It consists of items which require an understanding of a range of technical principles such as motion, forces, fluids, materials, optics, electrics and technical visualisation.

Profile Description

- Sam's performance on the technical aptitude places them in the within the average range when compared to the norm group. Their ability to understand mechanical and physical principles is typical of this group.
- While they should have little difficulty grasping technical concepts of a day-to-day nature, they may prefer to have more time when attempting to understand more complex concepts.

Development Recommendations

- Remind Sam that developing this ability is a matter of practice and discipline and can be achieved by reading technical books, enrolling in classes or taking on challenging technical projects.
- Provide Sam with additional time to understand technical concepts.
- Pair them with more technically-oriented colleagues who can support them in understanding more challenging concepts.

Implication Notes - *list possible work implications.*

Development Notes - *list possible development interventions or actions.*



Development Plan

Use this section to summarise and document Sam's development plan; marking development activities, objectives, resources, timeframes and how development will be measured.

We recommend the following steps are applied to fully benefit from this report:

1. Share the feedback report with Sam and read the report prior to conducting a coaching session.
2. Corroborate the results with Sam and explore other sources along with any implications before considering any development interventions.
3. Adopt a supportive and balanced approach to ensure observations are supported and accepted.
4. Take notes and agree on action plans with them.

	Activities	Objectives	Resources	Timelines	Measures
1					
2					
3					
4					
5					