

Employee Aptitude Survey Fact Sheet



THE BASICS

The Employee Aptitude Survey (EAS®) consists of 10 tests specifically designed to measure cognitive, perceptual, and psychomotor abilities required for successful performance in a wide variety of occupations. The tests are published separately and can be selected to form custom batteries.

Skills and Abilities Assessed

Verbal Ability – measures the ability to understand written words and the ideas associated with them. It includes the ability to read, understand, and interpret written materials.

Numerical Ability – measures the ability to perform mathematical calculations quickly and accurately. It includes adding, subtracting, multiplying, and dividing integers, decimals, and fractions.

Perceptual Ability – measures the ability to perceive detailed information quickly and accurately including both verbal and numerical material.

Reasoning – measures the ability to analyze and evaluate information and to arrive at correct conclusions.

Space Visualization – measures the ability to visualize forms in space and manipulate objects mentally. Space Visualization is a strong component of “mechanical aptitude.”

Word Fluency – measures the ability to use words with flexibility and ease.

Manual Dexterity – measures the ability to make repetitive, fine finger movements rapidly and accurately.

Target Population/Types of Jobs

Applicants and employees for most positions; useful for employee selection, placement, promotion, training and development, and more.

Test Titles

Verbal Comprehension	Verbal Reasoning
Numerical Ability	Symbolic Reasoning
Visual Pursuit	Manual Speed and Accuracy
Space Visualization	Numerical Reasoning
Word Fluency	Visual Speed and Accuracy

Languages

English, Spanish, French, German

BENEFITS

The EAS® is proven to help hire top performers who exhibit:

- Increased Productivity
- Higher Quality Work
- Fewer Mistakes
- Less Supervision Required
- Less Training Time Required



ADMINISTRATION AND SCORING

Test Length

5 or 10 minutes (varies by test/form)

Administration

Group or Individual

Test Mode(s)

Computer/Web-based; Paper and Pencil

Scoring Options

- Computer automated scoring
- Hand scoring using templates
- On-site optical scanning/scoring
- Fax-In

TECHNICAL OVERVIEW

Validation Studies

Criterion-related validity evidence is supported by a meta-analysis of 725 validity coefficients from 160 validation studies where EAS® scores were found to predict job performance and training success. The research spans eight occupational groups, including Professional/Managerial/Supervisory, Clerical, Production/Mechanical, Technical, Sales, Unskilled, Protective Services, and Health Professionals. Construct-related evidence of validity is supported by factor analytic research and correlational studies with other instruments (see Technical Manual).

Test Development

EAS® development was based on several independent efforts incorporating prior factor analytic research and aptitude testing literature. A series of short time-limit test prototypes were developed and administered to employees and applicants in a variety of work settings (manufacturing, retail, public safety, transportation, health/medical, insurance), as well as to college students. On the basis of these experimental administrations, the tests were statistically analyzed and modified with respect to format, length, and content, resulting in the final test forms.

Supplemental Documentation

Technical Manual describes test development, reliability, validity, and utility.

Examiner's Manual provides guidance on administering the assessment and scoring.

Supplemental Norms Report provides normative data for employees in six occupational groups (representing 70 job categories), plus general and educational group norms.

The Equivalency report provides extensive research for mixed-mode testing between web-based and paper-based test delivery.

Test Use

Tests may be used separately or in conjunction with alternative assessments; scores may be banded with a pass/fail or used in ranking examinees.

Reliability

EAS® score reliabilities (alternate form) range from .76 to .91 (EAS 1-8, 10); retest reliability for EAS 9 is estimated to be .75 (see Technical Manual).

Fairness

Scores have been found to be fair to racial/ethnic, gender, and age groups in predicting job performance.

Administration Requirements

No formal training required; tests designed to be user friendly; detailed instructions provided in Administrator's Guide.

Test Interpretation

Norms available for 85 occupational and educational groups.

Item Format

Multiple Choice