



THE MEMORY AND ATTENTION TEST (MAT)

The Memory and Attention Test assesses how quickly a candidate can memorise instructions and procedures and then apply them accurately. As the test progresses, the number and complexity of instructions increases. The test is taken on a computer and takes approximately 20 minutes to complete. The MAT results can be used to explore a candidate's pattern of responses and build up a profile of performance. The areas measured are:

Speed of working – the time taken to complete the test

Memory – the number of times a candidate needs to update their memory about the current set of instructions

Accuracy – the number of test screens that are completed correctly in accordance with the current instructions

THE AOSB PERSONALITY ASSESSMENT

This assessment, taken on a computer, consists of 200 questions and takes approximately 30 to 40 minutes to complete. The results provide AOSB with an understanding of a candidate's personality traits and how they influence behaviour. It also provides a personality profile of each candidate. **There are no right and wrong answers**, candidates must simply answer honestly. It does not help if candidates try to give the answers they think AOSB wants or what might seem the "best" answers because the test is very sophisticated and identifies inconsistencies or differences in their responses. The types of questions that may be asked are:

1. I find it easy to talk to people at social gatherings True or False?
2. I get anxious at the thought of having to speak in public True or False?