WTMA
Wiesen Test of Mechanical Aptitude

Measures:
- Ability to learn how to operate, maintain, install, and repair equipment and machinery

60 Questions
Estimated Time: 30 minutes

The Wiesen Test of Mechanical Aptitude measures a subject's mechanical aptitude, which can predict performance for occupations involving the operation, maintenance, and servicing of tools, equipment, and machinery. Reading level for the WTMA is estimated to be at the sixth-grade level, and the WTMA is also available in a Spanish-language version. The WTMA's content is designed to minimize gender and racial/ethnic bias, and it has been shown to have lower adverse impact than older mechanical aptitude tests.

Score Report Data That Helps You Hire

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

What you’ll find:
1. **RAW SCORE**: Questions answered correctly
2. **PERCENTILE**: A performance metric indicating performance relative to others
3. **SCORE RANGES**: Recommended by position

Results are instant – view your candidates' score reports as soon as they finish the assessment.

Which pitcher of water will stay colder longer?

Answer: B

There is no difference

A. C. B.
Aptitude as a Predictor of Performance

Research shows that aptitude is one of the most accurate predictors of job success:

- 2x more than interviews
- 3x more than experience
- 4x more than education

Scientifically Validated

The WTMA 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.

Case Study

A manufacturer used the WTMA to improve quality of hire for machine operators. Those who passed the test were much more likely to receive a high performance rating (on a 5-point scale) from a manager.

<table>
<thead>
<tr>
<th>Job Performance Rating by WTMA Score</th>
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<tbody>
<tr>
<td>4.5</td>
</tr>
<tr>
<td>3.5</td>
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<tr>
<td>2.5</td>
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Low Scorers | High Scorers

Top Positions for the CCAT

- Machine Operators
- Electricians
- Construction Workers
- Field Service Technicians
- Mechanics