MRAB
MiniCog Rapid Assessment Battery

A test created by Harvard psychologists to measure information processing.

Measures:
- Mental fitness
- Attention and focus
- Working memory
- Reasoning ability

Estimated Time: 35 minutes

The MRAB is a series of nine short tests that measure a person’s “information processing” functions. Funded by NASA, the tests were originally designed to measure the effects of prolonged space travel on astronauts’ cognitive functions. In the context of employment, the MRAB measures mental fitness and is ideal for a small subset of jobs that require a great deal of sustained, long-term focus.

Score Report Data That Helps You Hire

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

What you’ll find:
1. **PERCENTILE:** A performance metric indicating performance relative to others
2. **SUB-SCORES:** Attention, Memory, Reasoning, and Perceptual Reaction Time

Results are instant – view your candidates’ score reports as soon as they finish the assessment.
Aptitude as a Predictor of Performance

Research shows that cognitive 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 MRAB has been extensively validated, demonstrating that the test correlates significantly with job performance for a variety of jobs that require a high level of attention, concentration, working memory, and problem solving skills. The MRAB is also significantly correlated with other cognitive aptitude assessments, including the CCAT.

Top Positions for the MRAB

- Air Traffic Controllers
- Database Administrators
- Engineers
- Computer Scientists
- Pilots

Predictive Validity of Various Employee Criteria

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Predictive Validity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>0.13</td>
</tr>
<tr>
<td>Job Experience</td>
<td>0.18</td>
</tr>
<tr>
<td>Interviews</td>
<td>0.26</td>
</tr>
<tr>
<td>Aptitude Tests</td>
<td>0.50</td>
</tr>
</tbody>
</table>