



The Thurstone Test of Mental Alertness (TMA™)

The Thurstone Test of Mental Alertness (TMA) helps measure an individual's ability to learn skills quickly, adjust to new situations, understand complex or subtle relationships and think flexibly. Developed by renowned psychologists L.L. Thurstone and T.G. Thurstone, the TMA assessment can help support more informed external hiring and internal placement decisions in a wide range of occupations.

A quick test of general mental ability that helps assess an individual's capacity to learn and master the requirements of a job.

By identifying employees who are quick to learn, you can help create an organization that responds quicker and better to customer needs.

Scales and Norms

Three scores are derived from four types of test items. There are scores for quantitative (Q) and linguistic (L) ability and a total score. The total score is the sum of the Q score and the L score.

- **Quantitative:** measured by Arithmetic and Number Series problems
- **Linguistic:** measured by Same-Opposite word meanings and Definitions items

Percentile norms are listed for both subscores and the total score for the total sample. Below is a partial list of the job classifications:

- chief financial officers
- marketing staff
- managers
- bank and insurance managers
- sales representatives
- general clerical
- customer service representatives
- human resource managers

Benefits

Research shows a strong relationship between general mental ability and various work-related outcomes. In addition to often being the strongest predictor of individual job performance, the TMA can help reduce overall turnover by helping to improve the effectiveness of hiring and placement decisions. The test can also help reduce supervisory and training time for employees in new positions and help increase overall profitability as a workforce with higher levels of cognitive ability acquires new information more easily and more quickly and is able to use information more effectively.

Features

- The TMA assessment's scores were correlated with job performance in various organizations for 10 functions, including management and non-management positions
- The test offers two comparable versions (A and B), which can be used to test applicants
- Easy to administer, the test requires only 20 minutes to complete

Administration and Scoring Options

- Paper & Pencil
- Internet

Number of Items: 126

Duration: 20 Minutes (Timed)