

pramod batodiya

MIRA

MATRICES OF INTELLECTUAL
REASONING ASSESSMENT



Psychometric testing is an objective resource for identifying and measuring qualities in individuals in order to make informed decisions.

28/01/2017



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The Matrix of Intellectual Reasoning Assessment (MIRA) is a non-verbal mental ability test that requires test-takers to find solutions to a range of different problems. It measures observation skills, thinking ability, intellectual capacity and efficiency. It also measures one's ability to formulate new concepts, extract meaning out of ambiguity and to think clearly about complex situations and events.

The Stratified Systems Theory (SST) developed by Eliot Jaques defines work in different organisational levels, mainly on the basis of decision-making complexity. MIRA measures the individual's ability to find solutions through different



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levels of complex problems.



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SST LEVEL 1 - TANGIBLE BRILLIANCE



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SST LEVEL 2 - EXCELLENCE CLARIFICATION



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SST LEVEL 3 - STRATEGY EXECUTION



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SST LEVEL 4 - STRATEGY CONTEXTUALISING



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SST LEVEL 5 - STRATEGY CONCEPTUALISING



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Conceptualising strategies for future industry viability is a key component for individuals working on this level. It seems that they have the capability to deal with the complexity of this environment, thus working with information that is very vague and/or mostly unavailable. They probably find it stimulating to work in



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environments that offer little if any structure at all. Working and thinking about the macro economy and making decisions that can impact the whole organisation will probably stimulate them.

Leaders on this level usually manage numerous business units and at times probably different organisations. They can think across different systems and/or units, being good CEOâ€™s of large organisations.



Disclosure

Purpose: The purpose of this report is to indicate the test-takers cognitive capability using the Stratified Systems Theory (SST). This report is for the attention of the manager who requested the assessment and remains the property of AssessmentHouse. This report may not be shared with any individual or company who is not trained in psychometric testing or have been authorised through informed consent by the test-taker and supervising psychologist.

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