MIRA

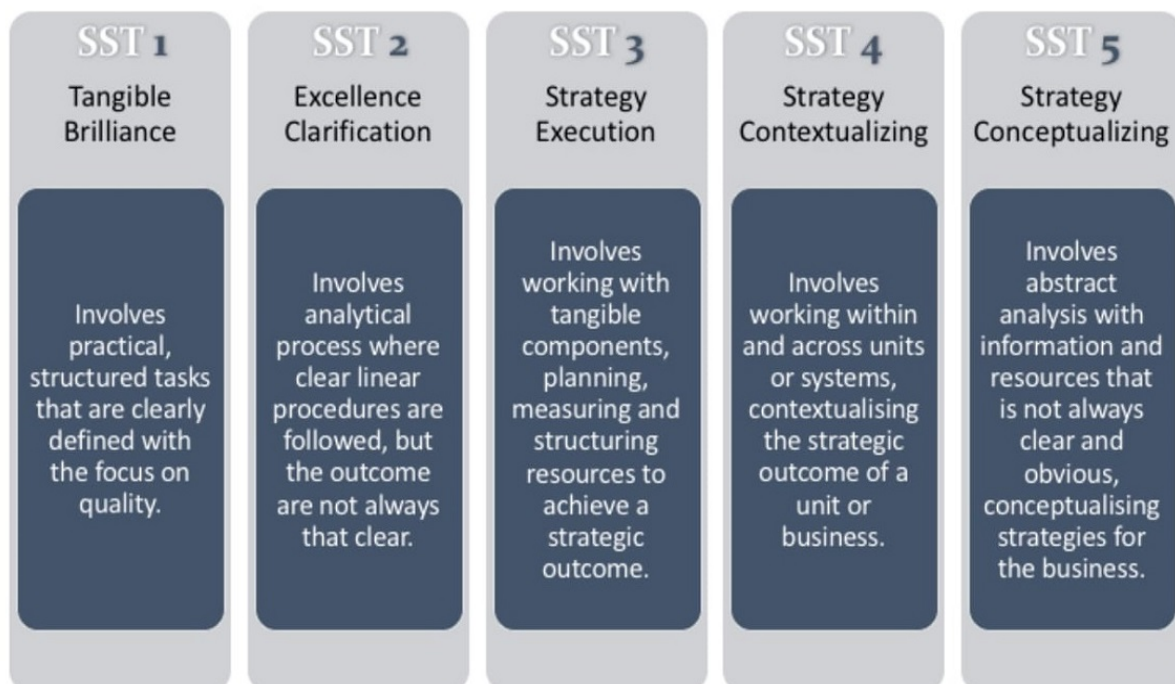## MATRICES OF INTELLECTUAL REASONING ASSESSMENT

Lusani Netshitomboni

(19/04/2018)

Matrices of Intellectual Reasoning

The Matrices 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 capability to find solutions through different levels of complex problems.

Complexity, Ambiguity and Uncertainty

SST 1	SST 2	SST 3	SST 4	SST 5
Tangible Brilliance	Excellence Clarification	Strategy Execution	Strategy Contextualizing	Strategy Conceptualizing
Involves practical, structured tasks that are clearly defined with the focus on quality.	Involves analytical process where clear linear procedures are followed, but the outcome are not always that clear.	Involves working with tangible components, planning, measuring and structuring resources to achieve a strategic outcome.	Involves working within and across units or systems, contextualising the strategic outcome of a unit or business.	Involves abstract analysis with information and resources that is not always clear and obvious, conceptualising strategies for the business.

Quality, Service and Value

SST LEVEL 1 - TANGIBLE BRILLIANCE

Lusani seems to be more comfortable working in an environment with tangible outputs where quality is his main priority. He may prefer to follow a clear set of guidelines to perform optimally and is more inclined to function in an operational and/or technical environment. A structured environment will probably suite him better where he can plan and organise his daily activities. He might also be more inclined to follow routines as this will make his work activities more predictable and measurable.

Leaders on this level are usually leaders of self, having to manage their own work schedules and plan their own day-to-day activities.

POTENTIAL TRANSITIONING

With the appropriate development and necessary exposure, Lusani shows the potential to transition to the following work level:

SST LEVEL 2 - EXCELLENCE CLARIFICATION

It seems that Lusani might find working in an environment where he has to solve problems where answers is not very clear by using his knowledge and/or experience. Lusani tends to ask clarifying questions to ensure he gets to the correct answer or solution. The environment he seems to prefer to work in is mostly structured and routine-based, however with some flexibility of choice

Leaders on this level tend to lead self as well as moving into an environment where they may be required to manage other technical and/or operational people.`

Disclosure

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