

The ABLE® (Aptitude for Business Learning) Series of exercises combines the richness of a work simulation with the objectivity of a psychometric instrument. Ground-breaking contextualised exercises that teach, then test to give a dynamic measurement of ability to learn.

## Fault Identification

Target group	Factory operatives; manual roles, team leaders, supervisors; technicians; quality controllers, apprentices; IT staff involved in fault-finding
Skills measured	The ability to carry out products quality and checks and, on the basis of the results, diagnose equipment faults
Time required	45 minutes, timed, in a supervised setting
Qualification required	BPS Level A

### What is Fault Identification?

Fault Identification asks candidates to judge whether or not a product sample passes or fails a number of quality checks, and determining what are the likely causes for failing. The candidate is taught how to interpret the results of quality checks and then to use the data to identify and diagnose problems in the production process.

#### How will candidates be assessed?

The tasks in the test are set within the context of a paint company that produces spray cans.

#### An example task

In an example of the tasks, an *information booklet* provides the candidate with details about content of chemicals in the different paints and their different drying times. The drying times are dependent on the content in the paint. From this information the candidate is expected to build up a pattern of knowledge that he or she must then apply on a different paint to be able to decide whether or not there is a problem with the paint, what the problem is and what possible options can have caused the problem. The task is completed by indicating the answers in a grid in a separate *question and answer booklet*.



#### What information will be provided?

The information provided in the *information booklet* is presented in either a written, graphical or tabular form in the different tasks. There are a total of 36 questions in the *question and answer booklet* and seven separate information sheets within the *information booklet*. Candidates are assessed on their skill in learning to recognise any problems that are occurring and decide what the most likely causes are.

No prior knowledge of the paint production industry is required and candidates with knowledge of these sectors will not have an unfair advantage; the test assesses learning, not prior knowledge. A preparation leaflet is available which briefs candidates on what to expect.

### What skills will be assessed?

- Ability to identify likely faults
- Observation, pattern recognition and differentiation
- Learning quality testing and checking procedures
- Logical reasoning
- Verbal comprehension
- Tolerance for repetitive work
- Interpreting product codes

### What comparison groups are available?

In occupational testing we interpret individuals' scores by comparing them against samples of applicants, incumbents etc. The following samples or norm tables are available:

- Manufacturing staff
- Applicants for computer programming training
- Applicants for production line team leader roles in a manufacturer of grocery produce
- Undergraduates studying engineering at an English University
- Applicants for computer programming training
- Graduate applicants for IT roles within a banking organisation
- Managers and team leaders in a food manufacturing organisation

### What are the business applications?

The test is useful both within recruitment and selection and with more of a developmental focus to highlight strengths within people and areas which may be desirable to develop.

### How long does it take?

The test itself is timed and lasts for 45 minutes. Practitioners should allow up to fifteen minutes beforehand to brief the candidate as part of the administration and to account for two practice questions which the candidate is asked to work through before the start of the exercise. A suggested allocation time for one full assessment, including briefing, completion of the timed test and collection of the test would be one hour.

## What materials do I need?

- Manual and users guide **AB0604**
- Additional preview information for candidates **JA0608** (10 pack)
- ABLE Series manual and users guide **AB0001**
- Questions and Answer Booklet (disposable) **AB0605** (10 pack)
- Administrations Instructions (reusable) **AB0903**
- Score key (reusable) **AB0902**
- Information Booklet (reusable) **AB0606** (10 pack)

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