



HOW CAN YOU PREDICT A CANDIDATE'S PERFORMANCE AND FUTURE SUCCESS?

ACE lets you select the right person for the job by matching cognitive potential with job complexity.

ABOUT ACE

The Adjustable Competence Evaluation (ACE) is a cognitive ability test that measures competence in logical, analytical reasoning, or the so-called g-factor (Spearman), which refers to general mental ability.

CONFIRMATION TEST

A short confirmation test can be issued to candidates in a supervised setting to confirm the result obtained in an online ACE. The confirmation test has an average test length of approximately 7 minutes, and more than 99% accuracy in identifying honest respondents.

NORMS

The latest norms are from 2013.

There are International (N = 2,220), Danish (N = 1,236), Swedish (N = 577), and Finnish (N = 2,006) norms for ACE. The norm group has an equal gender split, and represents subjects in various job categories and with varied educational backgrounds.

LANGUAGES

ACE is presently available in Danish, English, French, Finnish, German, Italian, Norwegian, Polish, Russian, and Swedish

TEST DESIGN

ACE is a power test based on Computer Adaptive Testing (CAT) technology. This means that ACE measures a person's maximum cognitive potential by automatically adjusting the level of difficulty of its questions to the test takers ability level.

Three cognitive domains are available in ACE: numeric, spatial and verbal. The test administrator may freely choose to include a minimum of two of these domains or to employ all three in the test. A non-verbal version of ACE for dyslexics is also available.

The feedback report presents and explains the result in a clear manner showing both the total result and the selected cognitive domain scores in isolation. The report also shows the test taker's working speed.

It is possible to automatically forward the report to the test taker upon test completion.

RELIABILITY AND TESTING TIME

The test administrator can freely select which level of precision is desired:

High precision:
Reliability \geq 0.90
Avg. testing time: Appx. 50 min.
Max. testing time 75 min.

Standard precision:
Reliability \geq 0.80
Avg. testing time: Appx. 15 min.
Max. testing time: 30 min.

VALIDITY

ACE fits a 2-parameter logistical (2-PL) model. This is strong evidence that ACE is valid for measuring what it is designed to measure: the test taker's general cognitive ability.

ACE is a continuation of its precursor the Master Competence Analysis (MCA). Questions in the ACE test build on the same principles as the MCA.

MCA questions were shown to function in the same way independently of the test subject's gender and organizational / educational level. In other words, there was no Differential Item Functioning (DIF).

MCA was also shown to correlate highly ($r = 0.7$) with the well-established g-factor test Ravens Advanced Progressive Matrices (APM). This is solid evidence for the concurrent validity of MCA and, in turn, also for ACE.

ACE has good criterion validity, and using ACE *Criteria*, has been shown to predict higher job performance in sales, at a large retail company (N = 106, mean $r = 0.35$ for the significant correlations).