



- adaptive
- modular
- language-free item material
- parallel test form
- conforms to the Rasch-model
- additional device required
- high level of test security
- wide norm spectrum
- links to CogniPlus
- test form available for online presentation - open mode

- Arabic
- Bosnian
- Bulgarian
- Chinese (simplified)
- Chinese (traditional)
- Croatian
- Czech
- Danish
- Dutch
- English
- Estonian
- Farsi
- Finnish
- French
- German
- Greek
- Hindi
- Hungarian
- Icelandic
- Italian
- Japanese
- Polish
- Portuguese (Brazil)
- Portuguese
- Romanian
- Russian
- Serbian
- Slovak
- Slovene
- Spanish
- Swedish
- Turkish
- Urdu
- Vietnamese



Application

Assesses the respondent's cognitive style (impulsiveness versus reflectivity) and the motivational dimensions of aspiration level, frustration tolerance and achievement motivation. The objective personality battery AHA provides information on behavior and motivation in stressful situations. Objective personality tests can reduce the (un)conscious distortion of test results. The inventory is therefore particularly suitable for use in personnel psychology and sports psychology, especially in staff & management assessments, manufacturing & safety assessments and academic testing. The test is also used in job & career placement (educational counseling).

Task

In the first subtest, "Comparing surfaces", the respondent is shown two abstract figures that are displayed for 30 seconds. For each pair the respondent must decide which of the two is the larger. As soon as an answer has been entered the next pair appears.

In the second subtest, "Coding symbols", the respondent's task is to correctly assign as many symbols as possible. Between the five runs (each lasting 50 seconds) respondents are asked to predict their future performance. From the third run onwards a frustration condition is also introduced.

The third subtest, "Differentiating between figures", has no explicit time limit. The respondent's task is to work as quickly as possible and to identify the shape in each row of symbols that does not fit before moving on to the next row. Respondents receive immediate feedback on whether their answer was correct.

Test forms

One test form.

Duration

approx. 35 minutes if all subtests are presented (max. 60 minutes)

Valid age

Norms for ages 17+.

Analysis

The following main variables are scored, depending on the subtest:

- > Comparing surfaces
- > Exactitude: Ratio of number of correct answers and number of items worked.
- > Decisiveness: Sum of correct and incorrect answers.
- > Impulsiveness vs. reflexivity Measure of the prominence of a style.
- > Coding symbols
- > Performance level: Number of correct answers in the second run.
- > Aspiration level: Measure of the extent to which the self-assessment is realistic or unrealistic.
- > Frustration tolerance: Measure of the extent to which the respondent is influenced by negative feedback.
- > Target discrepancy: Ratio of predicted and actual right answers.
- > Differentiating between figures
- > Performance motivation: Number of correct answers

Report elements

x	Table	x	Test protocol
x	Profile		Item analysis protocol
x	Working time	x	Progress chart
	Confidence interval		Special diagrammatic representation of results
	Profile analysis	x	Personalized Word report