



AssessmentHouse

MIRA

MATRICES OF INTELLECTUAL
REASONING ASSESSMENT

John Smith
(22/05/2021)

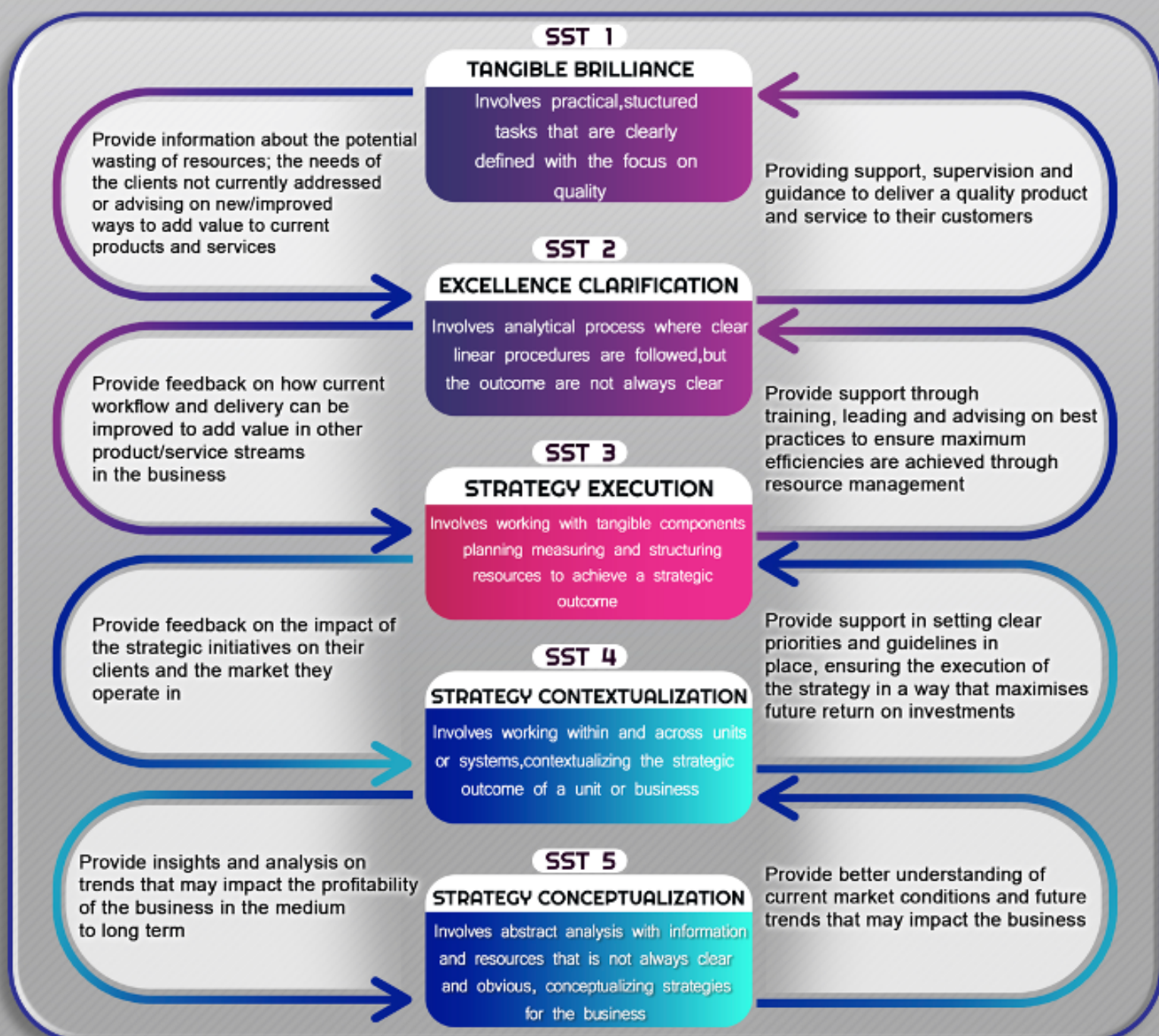
MIRA

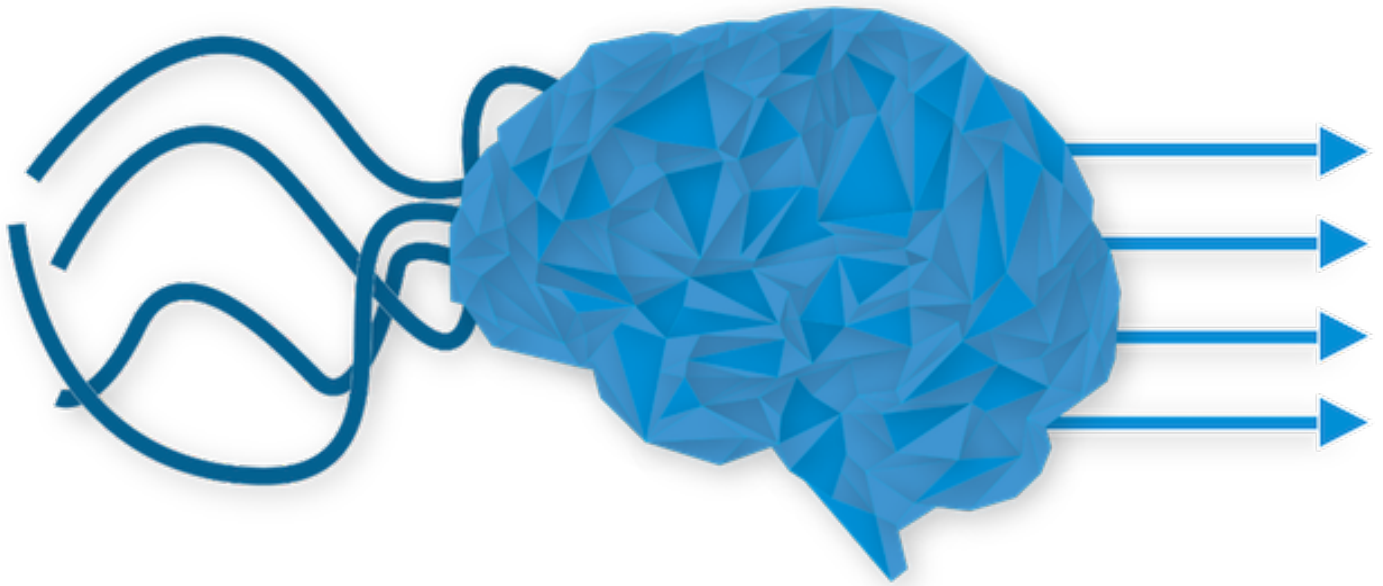
Matrices of Intellectual Reasoning Assessment

The Matrices of Intellectual Reasoning assessments, or MIRa, measures an individuals' capability to perform certain tasks on different levels of complexity/difficulty.

Their ability learn new skills and knowledge are based on their potential capabilities and cognitive ability, as described by Elliot Jaques' Stratified Systems Theory (1989).

MIRa was originally developed in 2012 to measure mental "horsepower", but through the years of rigorous testing and validation, and using it in conjunction with other well-known capability assessments, the developers found MIRa to be a very good predictor of levels of work as described by Jaques. Over the last two years, validation studies confirmed a high predictive correlation with job levels (as used in requisite organisations), as well as other tools measuring the same concept.





Results indicates that John should find it comfortable working in environments that offer some strategic involvement, more specifically the execution of strategic plans. Thinking things through and effectively using and distributing resources effectively is a main component of this level, which she should be able to perform effectively. John probably know how the operational day-to-day activities link to the long-term strategy of the organisation.

People working in the strategy execution level focus mainly on ensuring the strategy of the business is executed in the most effective and efficient manner. Resources that is managed in this environment includes people and equipment, whilst controlling the budgets relating to these resources. They support those working in the tangible brilliance (SST 1) and excellence clarification (SST 2) through training, leading and advising on best practices to ensure maximum efficiencies are achieved through resource management.

In the strategy execution level, they support those working in a level 4 (strategy contextualisation) environment by giving feedback on the impact of the strategic initiatives on their clients and the market they operate in. They also provide forecasts and trends that relates to the business and how the business could potentially improve their product/service offering in the future to address client needs better.

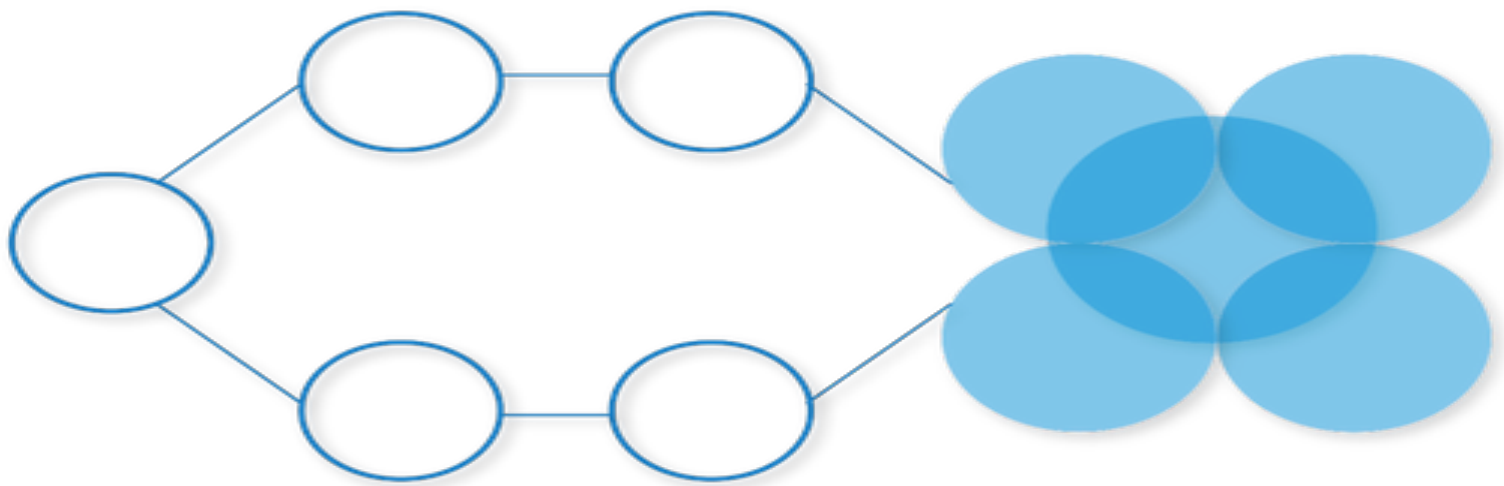
Leaders on this level are usually leaders of others, at times leader of other first-line managers and/or supervisors.

Time frame (seeing results, impact of decisions):

1 to 2 years

Typical jobs on this level:

Industrial Engineer, Learning and Development Executive, General Finance Manager, Sales Manager, Lead Project Manager, Regional Managers, Legal Councillor.



The strategy contextualising environment requires someone to develop strategies to keep the company aligned to what is required to be viable in the future. John should enjoy working across different business units, preferring a less structured working environment. Routine and day-to-day operational activities will probably be less motivating as a more challenging environment where decisions are more complex will probably be more motivating to her. Innovation and thinking outside the box should be more stimulating and making decisions where the answer is not always that obvious and/or clear.

People working in the strategy contextualising (SST 4) environment contributes through value creation in the market the business operates in. They focus on trends in the market to develop strategies that will impact the business in the medium to long term and aligns the business operations in order for it to be ready for the changes in the future. They build on internal capabilities to ensure the business has a competitive advantage in the future. People in this environment supports those in the strategy execution (SST 3) environment in setting clear priorities and guidelines in place ensuring that the strategy is executed in a way that will maximise future return on investments.

In the strategy contextualising level, people support those working in level 5 (strategy conceptualisation) by providing insights and analysis on trends that may impact the profitability of the business in the medium to long term. They provide context on future trends and offer potential solutions that should be considered in conceptualising the strategy for the long-term success of the business.

Leaders on this level usually lead other senior managers within an organisation.

Time frame (seeing results, impact of decisions):

2 to 5 years

Typical jobs on this level:

Chief Financial Officer, Client Services Director, Financial Director, Chief People Officer, Information Director, Business Development Executive, Managing Director.

The purpose of this report is to indicate the test-taker's results on various skills, aptitude, potential and behavioural attributes. 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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