

The Flanagan Aptitude Classification Tests

JOHN C. FLANAGAN

THE FIRST published edition of the Flanagan Aptitude Classification Tests [3], generally referred to as the FACT Battery, was issued in 1953. The development of this battery was based on the procedures and techniques originally developed in the program of aircrew aptitude classification testing carried out in the United States Army Air Force during World War II [1]. The experience gained in giving a battery of approximately 20 tests to more than a half million persons and comparing their scores on these tests with performance in jobs having rather different requirements such as pilot, bombardier, and navigator, provided new insights into predicting success from aptitude test scores. The success of this program and the new types of test items developed and evaluated during this five year period suggested that a battery of aptitude classification tests more extensive than those available at that time would provide a valuable tool for counselors.

Accordingly in the fall and winter of 1946-1947 a battery of 27 tests was developed. This battery was administered to 1600 graduating seniors in ten Pittsburgh Public High Schools in the spring of 1947. In addition to studies of the intercorrelations of the various tests, two follow-up studies [10, 11] were conducted to determine the occupations entered by members of this group and their progress in these occupations. These results suggested a number of desirable modifications in the original test

battery. In the meantime, a number of fairly typical occupations were studied by means of the critical incident technique and other systematic procedures for analyzing the job elements essential for success in an occupation. On the basis of these studies a new list of 21 job elements was defined. It is believed that this set of job elements provides at least a first approximation to comprehensive and systematic coverage of the tasks which are important determiners of success and failure in the occupations most frequently entered by present day high school graduates. Each job element has been defined so as to be general in the sense that it is included in a number of occupations, but specific or relatively unique in the sense that it measures something different than the other job elements included in the list.

These definitions of job elements formed the basis for the test rationales from which the aptitude classification tests were developed [2]. It is believed that this explicit derivation of test content from job elements tends to permit a personnel officer in charge of selection to identify those aptitude tests essential for a task which he has analyzed in terms of its important components. These tentative identifications on his part are regarded as his initial hypotheses as to the essential job requirements. Such hypotheses need to be empirically verified. However, it is only by formulating such hypotheses and testing them that the test user can improve the accuracy of his judgments regarding the relevance of tests for making predictions of performance.

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Eighth of a series of articles on Multi-Factor Tests

Sample Flanagan Tests

Shasha Hu



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Sample Flanagan Tests: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels enthralling the hearts of readers worldwide. Lets delve into the realm of bestselling books, exploring the engaging narratives that have charmed audiences this year. Sample Flanagan Tests : Colleen Hoover's "It Ends with Us" This poignant tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can succeed. Uncover the Best : Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This intriguing historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids captivating storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Discover the Magic : Delia Owens "Where the Crawdads Sing" This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens spins a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These popular novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of engaging stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a masterful and suspenseful novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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