

Vocational Counselling

General Aptitude Test Battery (GATB)

An occupationally-oriented multiple-aptitude test

FACTS IN BRIEF

Minimum Qualifications to Purchase:	• M.A., Psychology or M.Ed. with at least 3 courses in testing and related subjects such as statistics, individual differences, OR • Successfully completed an approved GATB training course AND (in either case) • Member of an organization with a code of ethics covering assessment practices.
Purpose:	To provide a profile of nine occupational aptitudes linked to the NOC Career Handbook.
Range:	General Working Population Adults (Canada)
Total Working Time:	48 minutes
Overall Administration Time:	Approx. 2.5 hours
Scores:	Standard Scores (Mean 100, SD 20), and Aptitude Levels (1-5)

The GATB is published in association with Human Resources Development Canada, and is based on 1986 Canadian Norms.

Nelson Education also offers a GATB Certification Course (see page 39).

The GATB is used extensively in Canada in vocational counselling, rehabilitation and occupational selection settings. The GATB profile of occupational aptitudes can be used to determine appropriate career and/or training paths.

GATB measures the following nine distinct aptitudes, based on 12 separate parts of the battery: eight paper-and-pencil tests, and four performance tests.

G – General Learning Ability	V – Verbal Aptitude
N – Numerical Aptitude	S – Spatial Aptitude
P – Form Perception	C – Clerical Perception
K – Motor Co-ordination	F – Finger Dexterity
M – Manual Dexterity	

GATB test results assist counsellors in matching aptitude levels that correspond to the National Occupational Classification (NOC) Career Handbook.

GATB can be used in conjunction with the interest tests such as the Canadian Work Preference Inventory (CWPI), to assist in determining appropriate career paths. (The CWPI is available through Multi Health Systems Inc.)

The GATB Application and Interpretation Manual replaces an earlier publication "Using Tests in Employment Counselling." The newer manual is used in the GATB Certification Course and is a valuable resource to review the GATB.

Getting Started with the GATB

For examiners who are using the GATB for the first time, please consider the GATB Examination Kit listed near the end of the table below. This kit contains all of the necessary materials to test two clients on the

paper-and-pencil portions of the battery (Parts 1 through 8), and to score the tests. After becoming familiar with the GATB, if you wish to test with Parts 9 through 12, purchase a Pegboard ("manual dexterity board") and a Finger Dexterity Board.

Components and Prices for GATB

GATB consists of 12 parts – some components are related to the administration and scoring of specific parts. Most examiners use GATB Form A.

ITEM	PRICE	CODE
Manuals		
Section 1, Administration & Scoring (with 1986 Canadian Norms)	\$ 56.75	602265-1
GATB Application and Interpretation Manual	\$ 94.75	608589-6
Test Booklets (Pkg. 25)		
Booklet 1 Form A (contains Parts 1 through 4)	\$ 99.00	602136-1
Booklet 2 Form A (contains Parts 5 through 7)	\$ 99.00	602141-7
Booklet 1 Form B (contains Parts 1 through 4)	\$ 99.00	602138-8
Booklet 2 Form B (contains Parts 5 through 7)	\$ 99.00	602145-5
Answer Sheets (Pkg. 25)		
Form A (for answering Parts 1 through 7)	\$ 34.75	602140-X
Form B (for answering Parts 1 through 7)	\$ 34.75	602142-6
Mark-making Sheets for Part 8 of the Battery	\$ 25.00	602143-9
Answer Sheets (Pkg. 100)		
Form A (for answering Parts 1 through 7)	\$ 82.95	602141-8
Form B (for answering Parts 1 through 7)	\$ 82.95	602142-9
Mark-making Sheets for Part 8 of the Battery	\$ 53.50	602146-6
Dexterity Boards for Parts 8 through 12		
Pegboard (also called "manual dexterity board")	\$254.75	602161-2
Finger Dexterity Board	\$178.50	602162-0
ITEM	PRICE	CODE
Scoring Marks for 1986 Edition		
Form A (for scoring Parts 1 through 7)	\$ 48.70	602261-9
Form B (for scoring Parts 1 through 7)	\$ 48.70	602262-7
Recording Sheets (Pkg. 25)		
Self-Estimate Sheets (gray colored)	\$ 25.00	602153-1
Indicator Sheets (pink colored)	\$ 24.75	602151-5
Profile Sheets (brown colored)	\$ 24.75	602149-3
Result Sheets (blue colored)	\$ 24.75	602147-7
Recording Sheets (Pkg. 100)		
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Indicator Sheets – order packages of 25	N/A	602152-3
Profile Sheets – order packages of 25	N/A	602150-7
Result Sheets (blue colored)	\$ 53.50	602148-5
Additional Resources		
"Doing Your Best" Booklet for GATB Prep	\$ 3.60	602155-0
Examination Kit (includes materials to test two clients on paper-and-pencil portions, Parts 1-8)	\$175.00	602173-6
GATB Score Converter/Reporting Software	\$359.50	608573-4
Profile Professional Software		See Page 37
Interpretation Kit (Data Set and)	\$ 12.00	602160-4

"Doing Your Best" booklets are intended to assist clients with advance preparation for their GATB testing.

Spare parts are available for the pegboards and finger boards, and NCS-style scannable answer sheets are also available on special order. Contact our Customer Support Department for assistance.

General Aptitude Test Battery Gatab Nelson

Rachel Sandford



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General Aptitude Test Battery (GATB). United States. Department of Labor. Manpower Administration, Canada. Employment and Immigration Canada (Commission), 1986 *Manual for the USES General Aptitude Test Battery: Development* United States Employment Service, 1979 **A Compendium of Neuropsychological Tests** Otfried Spreen, Esther Strauss, 1998-02-19 In a survey of neuropsychologists published in *The Clinical Neuropsychologist* the first edition of the Compendium was named as one of the eleven essential books in their field This second edition has been thoroughly updated to cover new developments in neuroscience cognitive psychology and psychological assessment It includes new chapters on test selection report writing and informing the client executive functions occupational interest and aptitude and the assessment of functional complaints In addition to updating research findings about the tests covered in the first edition the book now contains almost twice as many tests **Correctional Assessment, Casework, and Counseling** Anthony Walsh, Jessica Wells, Shaun M. Gann, 2020-11-11 This book combines the latest in sociology psychology and biology to present evidence based research on what works in community and institutional corrections It spans from the theoretical underpinning of correctional counseling to concrete examples and tools necessary for professionals in the field This book equips readers with the ability to understand what we should do why we should do it and tools for how to do it in the field It discusses interviewing interrogating and theories of directive and nondirective counseling including group counseling It discusses the strengths and weaknesses of various correctional approaches such as cognitive behavioral therapies group counseling and therapeutic communities It introduces ethical and legal considerations for correctional professionals With an explanation of the presentence investigation report case management and appendices containing a variety of classification and assessment instruments this volume provides practical hands on experience Students of criminal justice psychology and social work will gain an understanding of the unique challenges to correctional success and practical applications of their studies This book is a teacher student practitioner s dream Grounded in theory and evidence based research on best practices it is accessible well written filled with sound insights and tools for working with criminal justice clients I have used and loved each new edition of this fine text Dorothy S McClellan Texas A M University Corpus Christi *Research in Education*, 1972 **Resources in Education**, 1972-10 *Guide to the Use of the General Aptitude Test Battery, B-1002* United States. Bureau of Employment Security, 1962 **Foundations of Psychological Testing** Leslie A. Miller, Sandra A. McIntire, Robert L. Lovler, 2011 The Third Edition of this text offers a straight forward and clear introduction to the basics of psychological testing as well as to psychometrics and statistics for students new to the field The authors focus on relating core ideas to practical situations that students will recognize and relate to They provide a variety of pedagogical tools that promote student understanding of the underlying concepts required to interpret and to use test scores Primarily concerned with preparing students to become informed consumers and users of tests the text also features a final section focusing on

how tests are utilized in three important settings education clinical and counseling practice and organizations Intended Audience This is a scholarly informative applicable and appropriate undergraduate and graduate textbook ideal for introductory courses such as Psychological Testing Psychological Tests and graduate programs in psychology industrial organizational psychology and counseling Foundations of Psychological Testing Sandra A. McIntire, Leslie A. Miller, 2007 I used McIntire and Miller's book on testing in my research course two years ago Students loved this book for its clarity and personality It is hard to imagine how the authors could have improved on the First Edition Nevertheless this new edition of the Foundations of Psychological Testing is better than any of its competitors The authors should be congratulated for making a topic that has been formidable to students in the past much more accessible to today's students Douglas Herrmann Emeritus Professor Indiana State University Director of Research Practical Memory Institute The Second Edition of Foundations of Psychological Testing is a scholarly yet pragmatic and easy to understand text for undergraduate students new to the field of psychological testing Using an engaging conversational format the authors aim to prepare students to be informed consumers as test users or test takers not to teach students to administer or interpret individual psychological tests New to the Second Edition Incorporates new content This edition includes a new chapter on computerized testing and is updated throughout to reflect new research tests and examples Offers new learning strategies To further promote student comprehension new and enhanced learning aids include a blueprint of text material In the News and On the Web boxes Test Spotlights and an Engaging in the Learning Process section at the end of each chapter with learning activities study tips and practice test questions Encourages instruction through conversation In response to students requests to simplify complex concepts the authors use an easy to read conversational style This format clearly and concisely communicates the basics of psychological testing and relates these basics to practical situations that students can recognize and embrace Instructor Resources on CD are available to qualified adopters including chapter outlines discussion questions teaching tips review questions and more Adult Basic Education ERIC Clearinghouse on Adult Education, 1970 *Personnel Literature* United States. Office of Personnel Management. Library, 1992 American Rehabilitation, 1988 *Information Series - ERIC Clearinghouse on Vocational and Technical Education, the Center for Vocational and Technical Education, the Ohio State University* Ohio State University. Center for Vocational and Technical Education, 1972 **EPPP Fundamentals, Step One, Second Edition** Anne L. Klee, Bret A. Moore, 2018-09-28 Aimed at helping students master the final hurdle to becoming a licensed certified psychologist the second edition of this authoritative content review for the EPPP is expanded to include 20% more content the DSM 5 contributions from esteemed new authors and an easily navigable mobile APP to enhance test taking skills Additional practice questions along with well honed test taking strategies further facilitate exam success Written by expert professors training directors and practitioners in each subject area this affordable resource includes over 320 sample questions in the eight content areas that will be included on the exam The guide goes beyond merely teaching the

test with rote memorization by addressing content in a stepwise narrative and review format Questions are included at the end of each chapter to help students gauge mastery of all subject matter New to the Second Edition Expanded with 20% more content Includes detailed and updated diagnostic criteria from DSM 5 Offers contributions by esteemed new authors Delivers additional practice questions randomized for better command of content Updates clinical practice content and theoretical advancements Includes APP for practice anywhere anytime on your mobile device or web browser IOS Android and the web with a powerful simple to use interface APP includes all the high quality content from the book and over 320 practice questions with detailed results showing your strength and weaknesses Key Features Presents an in depth comprehensive content review that goes beyond teaching the test Provides 320 Q As with rationales Written and edited by leading scholars and directors of training Highlights test taking strategies Includes key points to remember and recommended readings for more in depth study Mirrors how doctoral level courses are commonly taught

Encyclopedia of Career Development Jeffrey H. Greenhaus, Gerard A. Callanan, 2006-05-16 With more than 300 articles the Encyclopedia of Career Development is the premier reference tool for research on career related topics Covering a broad range of themes the contributions represent original material written by internationally renowned scholars that view career development from a number of different dimensions This multidisciplinary resource examines career related issues from psychological sociological educational counseling organizational behavior and human resource management perspectives

Test Policy in Defense Bernard R. Gifford, Linda C. Wing, 2012-12-06 Bernard R Gifford and Linda C Wing Standardized testing has become a ubiquitous feature of American life As a major source of information for reducing uncertainty in the allocation of merit based educational training and employment opportunities testing affects the life chances of individuals Moreover testing influences the way in which our society judges itself and provides for our collective future Test scores may determine a child's admission to kindergarten and promotion to the first grade Most states award the high school diploma only if a student has passed a minimum competency test Major institutions of higher education typically require applicants to supplement their records of academic achievement with scores on college admissions tests In the labor market as a condition of employment or assignment to training programs more and more employers are requiring workers to sit for personnel selection tests Additionally it has become commonplace to use test scores to calibrate our national sociopolitical condition and our capacity to compete with other countries in the global economy In short with increasing frequency and intensity scores on examinations that purport to be objective and precise measures of individual knowledge abilities and potential are playing a critical role in the opportunity marketplace Similarly test scores are exercising growing influence in assessments of our social and economic institutions and in policy decisions about the relative investments that should be made in each In all these instantiations test scores are at the center of high stakes decision making about the future of individuals and of the nation itself

Bias in Mental Testing Arthur Robert Jensen, 1980 Illuminating detailed methods for assessing bias in

commonly used I Q aptitude and achievement tests Jensen argues that standardized tests are not biased against Englishspeaking minority groups and describes the uses of such tests in education and employment

Review and Synthesis of Literature on Occupational Preparation in the Community College Lewis R. Fibel,1972

Assessment in Counseling Albert Bullard Hood,Richard W. Johnson,1997 Assessment has always played an important role in counseling This book provides information about the various psychological assessment procedures that are relevant for practicing counselors The text deals with the use of tests that are most often employed by counselors and it includes case studies Its purpose is to help counselors become better consumers and interpreters of psychological and educational tests and assessment procedures It emphasizes the selection interpretation and communication of psychological test results and also details the importance of integrating test results with other information about the client It is not designed to be a text book or desk manual on the various tests themselves The first four chapters introduce the reader to basic concepts in psychological assessment and to the statistical knowledge needed to select and interpret tests Chapters 5 through 15 constitute the bulk of the book Here over 100 tests and other assessment measures are examined The assessments are divided into three categories cognitive career and life planning and personality In chapters 16 through 18 professional practices and considerations are explored including analyses of cultural bias communication of test results and ethical and social issues in testing Contains roughly 500 references and a comprehensive index RJM

Fundamentals of Individual Appraisal Bruce Shertzer,James D. Linden,1979

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