



Symbiotics ADAPT Aptitude Assessment Overview

The ADAPT assessment is a unique reporting system that provides insight into various aspects of a candidate's physical skill, cognitive skill, personality and ability to learn. You might also like to take a look at this video that Symbiotics provide [Assessment Preparation](#)

Module 1 - Personality Profiling

The first Module looks at your personality, values, behaviour and attitude. It has no time limit, but you should aim to finish within 30-45 minutes, in one attempt. It is split into 11 sections. The questions vary in length and there are 3 different question types, all of which have 4 multiple choice options:

Question Type 1

Read the question carefully and decide which of the two options most closely describes your opinion or preference i.e. which option is 'most like me'. Then select the option that most accurately describes how strong this preference is, a moderate preference or a strong preference.

Question Type 2

Read the question carefully and then select the option that most accurately describes your opinion or preference, strongly agree, agree, disagree or strongly disagree.

Question Type 3

Read the question carefully and then select the one option that most accurately describes your opinion or preference.

You will answer questions on a range of topics, including your interests, preferences and opinions. There are no right or wrong answers. To assess your personality to the highest standard, we need to get the correct information about you. Therefore, you should be totally honest when answering the questionnaire.

Do not spend too long thinking about each question – your first reaction is usually the best. The information given may not be as detailed as you want, but answer the best you can. Be as honest and truthful as you can. Do not give an answer just because it seems like the right thing to say. Your answers will be saved at the end of each page, so you can come back and carry on with the questionnaire if you get disconnected. You can go back and change any answers once you have pressed 'next'. You need to answer all questions in all sections.

You will not be allowed to finish the questionnaire until all the questions are answered. The left hand bar on the screen will show you how many questions are still to be answered on the page and how many pages are left to complete.

Module 2 - Maths Test

The MATHS test is 30 minutes long and the timer will commence when you start the test. Click 'next' to move on to the next page of the test. You may use the 'next' and 'previous' buttons to scroll through the pages of the test.

The test will automatically finish after 30 minutes whether or not you have answered all the questions. You will be logged out of the test and your data uploaded. If you finish the assessment within 30 minutes you may click 'finish' to exit the test. Your data will be uploaded – you will not be able to return to the assessment.



The questions get progressively more difficult throughout the paper

Questions 1-5 are at foundation level and worth 1 mark each

Questions 6-15 are at intermediate level and worth 5 marks each

Questions 16-20 are at advanced level and worth 10 marks each

You may choose which questions you answer and in what order. Topics include:

Speed/Distance/Time Calculating Fuel Rate Basic Pythagoras

Sample question:

- 1) A car is travelling at a speed of 20 mph. How many miles will it travel in 4 hours? A) 80 miles B) 60 miles C) 40 miles

Module 3 - Cognitive Testing

This Module will measure and assess your aptitude in the following areas and take approximately 30 minutes:

Numerical Reasoning

These questions test your ability to use, interpret and manipulate numbers and mathematical data.

Verbal Reasoning

These questions test your ability to analyse, interpret and understand written information.

Spatial Relationship Reasoning

These questions test your ability to see spatial patterns and move or rotate these in your mind to solve visual problems.

Abstract Reasoning

These questions test your ability to recognise patterns and similarities between shapes and figures.

Perceptual Speed and Accuracy

These questions test your ability to work quickly and accurately to find information from numbers or images.

Working Memory

These questions test your ability to hold, retrieve and use information held in short term memory.

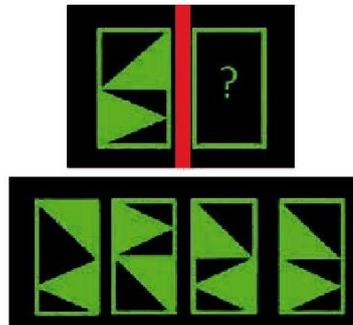
All questions are multiple choice in format and will either have three or four choices to select from, only one of which is correct. You will need to read each question carefully before responding.

You will not be able to go back to change your answers so you will need to work accurately but quickly in order to complete the test within the time limit. Each question set will have 6 questions, making a total of 42 questions in the paper.



Example questions

1) Select the option that shows a reflection of this image in the red line:



Answer = C

Module 4 - The Fast Test

Look out for the timer on some pages. They will push you through the assessment, when this expires the assessment will progress to the next page. You will be briefed on all stages of the assessment as you progress.

- You must answer the questions that appear on the screen
- All questions are multiple choice
- Questions are given either visually, verbally or through a combination
- Answer using your mouse cursor – click the option on the screen
- The questions appear very quickly so you must react **FAST**

You will be required to:

- Follow verbal and written instructions
- Monitor a cockpit view and flight path
- Fly a 'crash' course

Answer cognitive questions such as:

- Numerical reasoning
- Verbal reasoning
- Abstract Reasoning
- Perceptual Speed and Accuracy
- Spatial Relationship Reasoning
- Working Memory

Provide self-analysis in the form of a mini debrief

Cockpit Monitoring

- The view from the cockpit shows a flight recording
- The pilot will fly a route to visual markers (waypoints)
- Keep referring back to the cockpit window
- LOOK out for aircraft, LISTEN for air traffic control
- REMEMBER what you see on the ground

You will be asked questions about this in the final part of the assessment.





Reporting

Reporting 19

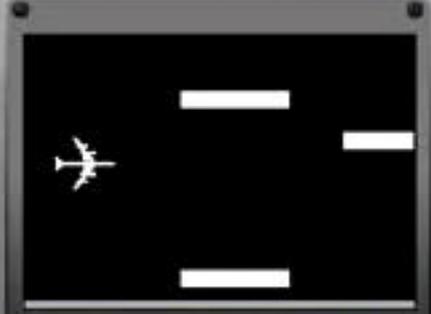
- Watch the video and observe the cockpit display as instruments may activate - You'll need to report on these in the debrief



- Every time you see an aircraft in the video press the **GREEN** button
- The map in the middle screen depicts the route being flown
- Every time you pass over a waypoint press the **RED** button

Flight Path 17

- You must divert the aircraft away from the oncoming blocks
- Push the Up/Down or W/S buttons on your keyboard
- If you crash into a block the aircraft will glow **RED**



- The course will get busy. Try to split your attention
- Try to limit the number of crashes and achieve the longest flight time you can

De-brief

- You will now answer questions about the Monitoring Task and make general observations about your performance
- There are 12 questions
- The exercise is timed: You have 12 seconds to answer each question
- All questions are multiple choice
- Select your answer using your left mouse button
- If you do not respond it will record as an incorrect answer



Performance Bands

The results are categorised into one of five colour bands to indicate your level for that area of assessment. The colours are ranked in order, refer to the table below for the sequence.

Green	High	Excellent skills
Blue	Above Average	Has skill, but some isolated minor issues or areas of improvement
Yellow	Average	Has skill, but some global issues, should be capable of improvement
Amber	Below Average	Critical issues requiring additional training or support
Red	Low	Substantial areas of concern

To be eligible for enrolment under the Vet Student Loan scheme you would need to achieve an overall suitability of Blue.