

Test of General Reasoning Ability™ (TOGRA™)

Cecil R. Reynolds, PhD

TOGRA™

Test of General
Reasoning Ability™

Professional Manual

Cecil R. Reynolds, PhD



PAR

Applications

Screens for reasoning
and problem-solving
skills

Appropriate for
ages 10-75 years



Overview

- The TOGRA is a speeded measure of reasoning ability and problem-solving skills designed for individual or group administration. Unlike many similar measures, the TOGRA can be administered via computer.
- Offers a wider variety of item content and greater test score stability than competing measures.
- Consists of items that assess verbal, nonverbal, and quantitative reasoning and problem-solving skills through tasks that are inductive as well as deductive in nature.
- Can be administered by a qualified proctor, teacher, or administrator, making it a viable option for use in human resources and related industrial settings, schools, juvenile and adult justice systems, and clinical settings.
- Training is available 24/7 on the PAR Training Portal.

Administration

- Administration can be completed with pencil and paper or online via PARiConnect, our digital assessment platform.
- Can be administered to groups or individuals in either format.
- Requires only 16 minutes for administration and 2-3 minutes for scoring.
- Two equivalent alternate forms (Blue and Green) enable you to retest and monitor progress without worrying about practice effects.
- Qualification level B.

Scoring and Reporting

- Yields a General Reasoning Index (GRI), a highly reliable score that reflects overall measurement of the general factor of reasoning and problem-solving skill.
- The Score Summary Form allows you to track examinees' scores over multiple administrations and to calculate reliable change scores.
- Multiple types of scores are provided, including z scores, normal curve equivalents, stanines, percentiles, and, for the younger ages, age equivalents.

Reliability, Validity, & Norms

- Standardized on a 2010-Census-matched sample of 3,013 individuals.
- As a result of extensive expert review and statistical analysis, the TOGRA's racial, gender, and religious bias is minimal—ideal for any measure used for selection purposes.
- An investigation of TOGRA scores' relationship to examinees' occupational data revealed expected patterns, with median GRI scores increasing as examinees' industries moved from physically oriented occupations to business- and science-oriented occupations.

Median TOGRA GRI Scores by Industry

Industry	<i>n</i>	Median	Mean
Construction	76	93	94
Transportation and utilities	67	93	93
Leisure and hospitality	58	99	97
Manufacturing	68	99	97
Agriculture, forestry, fishing, and hunting	35	101	98
Wholesale and retail trade	102	103	102
Public administration	30	104	106
Professional and business services	111	105	105
Educational and health services	282	106	106
Financial activities	48	108	108
Information services	18	116	115

Note: *n* = 895. GRI = General Reasoning Index.

Median TOGRA GRI Scores for Selected Occupations

Occupation	<i>n</i>	Median	Mean
Driver	35	83	88
Construction worker	36	83	86
Cashier	25	91	92
Food preparer/cook	18	97	91
Server/waiter	16	99	100
Customer service representative	14	101	102
Teacher	102	104	105
Administrative/clerical worker	38	104	103
Accountant/tax preparer	23	105	104
Sales representative	26	112	109

Note: *n* = 333. GRI = General Reasoning Index.