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The MAPP™ Career Assessment

The MAPP™ career test is the first and most comprehensive career test online for consumers. More than 9 million people in nearly every country in the world have taken the MAPP™ test since its inception in 1995. The 15-minute MAPP™ assessment comprises 71 different questions regarding your ‘likes’ and ‘dislikes’, and should be taken impulsively (don’t over think each question), since the ‘reflexive’ answer is preferable to the ‘intellectual’ answer.

The summary below provides reliability and validity of the MAPP™. For a detailed technical report, please contact info@assessment.com.

Reliability and Validity of the MAPP™

A reliable test means that a test score is consistent across conditions, such as time. It is standard practice for assessments like the MAPP™ to examine reliability to ensure that it consistently measures an examinee’s aptitude across time. For example, it is expected that John’s scores would be approximately the same regardless of whether he took the test in the year 2020 and in the year 2023.

To determine whether the MAPP™ is highly reliable, examinees (N = 32) took one form of a assessment on two different occasions. The average time between administrations of the assessment was 290 days (minimum = 152 days, maximum = 496), suggesting sufficient lapse in time. The reliability coefficient, referred to as *coefficient of stability* (and denoted as *r12*), was 0.72. The coefficient of stability is very high, strongly suggesting that the MAPP™ is indeed a reliable assessment, and we should not be concerned about examinees remembering content of the assessment or any practice effect. Additionally, the correlation coefficients with the worker trait outcome was 0.94 and job rating was 0.88.

The sample for this scientific study included 32 adults who were employed full time. The period between the assessment and the retest was typically 8 months, with approximately 31% (=11/35) of the people experiencing major life changes. This sample reflects typical employment age people in terms of gender, age, and vocation. Their median age was 49, with ages ranging from 26 to 67 for men and from 26 to 54 for women. There are 29 different professional occupations represented in this sample.

*Validity of the MAPP™*

An aptitude assessment such as the MAPP™ can provide valuable guidance on what career fields are most suitable for an individual. One way to determine whether the career recommendation is informative would be to look at the relationships of the MAPP™ scores with assessment scores from other assessment of the same or similar constructs. Such relations are often measured by correlation coefficients and are referred to as *convergent validity* (or convergent evidence) and *divergent validity* (or divergent evidence). To date, there have been two convergent and divergent validity studies that have been conducted on the MAPP™.

The first convergent and divergent validity study of the MAPP™ was conducted in 1997, with 32 participants, using the Strong Interest Inventory™. Despite the small sample size, results were promising yielding in moderate correlations among some predetermined occupational matches between the two tests.

A replication validity study was conducted, and this time with a larger sample (N =133). Most of those sampled were employed in technology positions. Correlational relationships between the same predetermined occupational matches were again examined. More specifically, the predetermined occupational clusters of the MAPP™ include 19 occupations (Table 1).

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| ***Table 1.* MAPP Occupations** |
| Business Relations |
| Clerical |
| Counseling, Guidance |
| Crafts (Skilled Trade) |
| Education and Training |
| Elemental Work |
| Engineering |
| Entertainment, Promotion |
| Farming, Fishing, Forestry |
| Fine Arts: art, music, drama |
| Investigating, Testing |
| Law and Enforcement |
| Machine Work |
| Mathematics and Science |
| Medicine and Health |
| Merchandising: Selling, Demonstrating |
| Personal Services |
| Transportation: Trucks, Bus, Taxi, etc. |
| Writing and Journalism |

More specifically, the predetermined occupational clusters of the MAPP™ include 19 occupations such as Business Relations, Crafts (Skilled Trade), Education and Training, Elemental Work.

This second replication validity study specifically examined occupational matches that were at least moderately related (*r* > = ± 0.50) because any value that is above the threshold is generally interpreted as very beneficial. Correlational results showed that all the MAPP™ occupational clusters were in the expected direction with careers in the Strong Interest Inventory™. For example, the Machine Work occupation showed moderate to strong positive correlations with occupations that would be in the production type job family (e.g., auto mechanic, carpenter, electrician) and negative correlations with occupations in the human services job family (e.g., human resources director, social worker, speech pathologist) from the Strong Interest Inventory™. Results of the full correlational analyses are available upon request.

Sincerely yours,

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