(c) Nasra is manager of a company that designs computer games. She would like to get job applicants doing intelligence tests. The results from these tests would help her decide which candidates to interview.

What advice might a psychologist provide to Nasra's company about the best method for assessing the intelligence of job applicants? (10 marks)

A psychologist may suggest the use of IQ tests to distinguish between the best game designer candidates. As used by Van Leeuwen et al (2008) the RPM test is an example of 'fluid intelligence' and comes in three different versions. An advanced Raven Progressive Matrices (RPM) test may be appropriate as the applicants are functioning adults, and this is the recommended group for this test. This means that this test should be a suitable level of difficulty for them. Another reason why Nasra should use this is because this test uses shapes and patterns to mostly measure spatial intelligence. This may be beneficial as a large part of computer game designing is spatial design. Hence the results would indicate a specific type of intelligence which is most relevant to the job. However, as the 'Flynn effect' (there is an observed rise over time in standardised intelligence test scores), may be evident and it could be argued that the IQ tests fail to measure general intelligence itself, rather only correlates of it. Therefore, Nasra may also want to consider alternative types of IQ tests which use puzzles and pictures to assess fluid intelligence, as these would be appropriate skills for a computer games designer. In addition, she could conduct an interview to measure other forms of intelligence which may also be important. For example, Gardener's (1983) theory of multiple intelligences highlights that more than one type of intelligence exist. This may become obvious when Nasra interviews the potential candidates about their experience in game design. This may be easier for her to evaluate in as by collecting qualitative data through interview responses, she can ensure a balanced employee who has spatial intelligence as well as creativity which is key for a game designer.