



# The Third Conference on Talent Management in the Third Millennium

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## Poster Presentation

### Why Cannot We Assess Aptitude in Iran?

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#### Abstract

In Iran, there has not yet been a specialist course at university for aptitude assessment, so definitions of intelligence, talent, aptitude and talent management have been used in the same manner. Based on this attitude, the work in this area has been in career development and guidance, not aptitude assessment; intelligence tests were often used and talents were not considered. For this reason, the purpose of this review article is to describe concepts and methods for aptitude assessment (pencil-paper tests, brain waves in neuroscience and genetics) and the problems of these methods in Iran. In the end, considering the prevalence of tests in measuring talent and aptitude, the problems of existing tests, that have no norms in Iran, have been addressed.

**Keywords:** Aptitude, Multidimensional Aptitude Battery, Intelligence, Genius, Talent Management.

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