

The ITB team



Dr. Stephan Stegt, MBA

Partner, Head of Department

Training and further education

- Psychologist
- MBA
- DIN 33430 certified

Main focus

- **Academic Aptitude Assessment** | Head of the Institute for Test and Aptitude Research, which designs, develops, administers, analyses and evaluates academic aptitude tests
- **Management Diagnostics** | Conducting development and recruitment processes, both nationally and internationally
- **Research & Development** | Overseeing the ITB's research activities, designing and conducting empirical studies, scientific publications

Selected reference projects

- **GTEBS (Graduate Test for Economics, Business and Social Sciences)** | An online test administered worldwide to select students for master's degree programmes
- **TestAS (Test for International Students)** | An aptitude test administered worldwide for international students wishing to study in Germany
- **Baden-Württemberg Delta Examination** | State aptitude test for admission to state universities and teacher training colleges in Baden-Württemberg
- **Industrial companies** | Multi-day development centres for talents, including coaching and training elements

Key research areas

- Acceptance of selection procedures
- Trainability of tests
- Test fairness
- Predicting academic success