

Interviews

Psychometric testing?



What are psychometric tests?

Employers use psychometric testing to help determine who will make the best fit for a role. Psychometric tests measure your competencies, motivations, intelligence, preferences and personality traits under standardised conditions to create a more complete picture of you alongside your resume, interview answers and referee comments.

The most common psychometric tests are aptitude tests and personality questionnaires, which may also form part of an assessment centre process.

Aptitude Tests

Aptitude tests measure your intellectual abilities as well as your potential to learn and understand new information in a limited timeframe. The most common aptitude tests include:

- Verbal reasoning (analysing written information);
- Numerical reasoning (interpreting numerical/statistical data);
- Abstract reasoning (analysing a problem presented visually);
- Perceptual ability (aptitude with pictures and diagrams);
- Information checking (attention to detail, correcting errors); and
- Spatial reasoning (aptitude with plans and 3D shapes).

To prepare for aptitude tests, refresh your skills with crosswords, word games and math puzzles. Practice free online sample tests to get used to the style of questions. On the day, be sure to read instructions carefully and try to balance speed with accuracy.



Personality Questionnaires

Personality questionnaires assess your behavioural style, opinions and motivations. As well as revealing your interests, preferences and values in a work context, personality questionnaires aim to establish how you:

- Think, feel and act in different situations
- Relate to others
- Approach and solve problems
- Cope with conflict and stress.

There are no right or wrong answers in personality questionnaires; you simply need to answer honestly and consistently. You may find it useful to practice free online sample tests to become familiar with the types of questions you will be asked.

Assessment Centres

An assessment centre is a process that involves using different exercises to test how well you display the behaviours applicable to the role. These exercises can include psychometric testing, interviews and group activities where you are observed interacting in a team environment. Employers are looking to see if you have the correct level of knowledge and display the right skills and attitudes for the role.

Find out the behaviours that employers consider essential for the role and strive to demonstrate them. Examples could be strong teamwork skills, leadership capability or the ability to remain calm under pressure.

For more information on psychometric testing, assessment centres, interview techniques, resume writing, networking or career growth and development please contact one of our friendly, dedicated consultants today or check our website for the date of our next free workshop!