

BiS Henderson – Psychometric Test Advice

Psychometric testing is a common method that certain employers use to test candidates' aptitude, intelligence, personality, and time management skills during the recruitment process. Therefore, in order to increase your chances of success we would advise that you practice these tests and understand the type of questions you will be asked.

What is a Psychometric Test?

It is a device that is used to find out about individual differences: personal characteristics, underlying actions, possible future behaviour, how 'good' you are at something compared with other groups of people.

There are two main kinds of psychometric test

- **Skills tests** measure how well you do something, and are split into ability and aptitude tests.
- **Ability tests** can include numerical, verbal, and logical reasoning, problem-solving skills, and the ability to identify mistakes accurately.
- **Aptitude tests** assess your ability to use specific job-related skills, and predict future performance. They examine your potential to learn to do a new task rather than testing the skills you already have. Most tests involve multiple choice answers and provide a numerical score.
- **Personality tests** measure less quantifiable characteristics- they reveal your motivation, attitude & work style. Employers may look for people with certain characteristics for particular jobs. For a retail sales role, for example the company may want someone who is very sociable, organised and creative. A personality test enables employers to see whether you match their ideal profile.

There are no right or wrong results, the best way to approach personality tests are to answer honestly. Don't try to pre-empt what sort of personality the company are looking for- it's no use trying to portray something that you are not.

Why do companies use psychometric tests?

Employers use tests as part of their selection process because they want to find the best person for the job. Aptitude and ability tests highlight if a candidate has the necessary skills, and the potential to learn new ones. Personality tests help the employer in understanding more about a candidate's character.

How do you prepare for tests?

To get the most out of the assessment you need to be prepared. There are example tests on the internet that you can practice.

Depending on the company, psychometric tests are carried out at different stages of the recruitment & selection process.

Should I be nervous?

A little bit of adrenaline helps in a lot of activities including testing. But there's no need to be worried. Tests are there to help you and the company make good decisions.