PSYCHOMETRIC TESTS

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

THERE ARE A FEW DIFFERENT 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* are used to predict your future performance, examining your potential to learn a new task rather than testing the skills you already have. Most tests involve multiple choice answers.
- *Personality tests* reveal your motivation, attitude and work style. Employers may look for people with certain characteristics for particular jobs. There are no right or wrong results, so it's best to answer honestly and not try to pre-empt what sort of personality the company is looking for.

HOW CAN I PREPARE FOR TESTS?

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 and selection process.

SHOULD I BE NERVOUS?

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