

Assessment Tests/Psychometric Tests

Assessment Tests/Psychometric Tests can help you identify your personality traits, your interests and what motivates you and your strengths, skills, aptitudes and abilities and are often used by employers and training providers to try to gain an understanding of your potential for specific jobs or training opportunities.

Some of the types of tests that you may come across are:

- Personality Assessments
- Ability & Aptitude Tests
- Motivational/Interest Questionnaires

Personality Assessments and Motivational Questionnaires assess individual preferences in attitudes, values and behaviour, whereas Ability & Aptitude Tests assess skills and an individual's ability or potential ability to learn specific skills needed for a particular job. Assessment Test results, especially Personality Questionnaires are usually looked at alongside Interview results and these together are often just a few parts of an employer's whole recruitment process, so in other words jobs are rarely offered just on the results of Assessment Tests alone, however they do give an employer an idea into how you see yourself. To give an example, if your preferences for behaving in a certain way i.e. working on your own, is desirable for the particular job in question, then you are likely to feel happy and therefore motivated to perform well in the job, which is ultimately a plus for you and for the employer.

Assessment Tests are sometimes used with young potential employees/trainees, however graduates (those with a degree) and managers at all levels are extremely likely to come across such tests when applying for jobs.

Tips for Preparing for Assessment Tests:

- Try to find out from the employer/training provider what assessments to expect.
- Practise doing things to a time limit as ability and aptitude tests are timed.
- Personality and motivational questionnaires are usually not timed.
- Do tell the employer/training provider if you have any special educational needs and disabilities that might affect your performance, e.g. dyslexia as they should be able to adapt the testing process to accommodate you.
- Try to read through the job description/specification and personal profile which should give you some idea of the types of skills and abilities the employer/training provider is looking for before you take the test, and try to demonstrate these skills and abilities when sitting the test.
- Politely check with the employer/training provider what feedback you can expect and when you can expect your results.