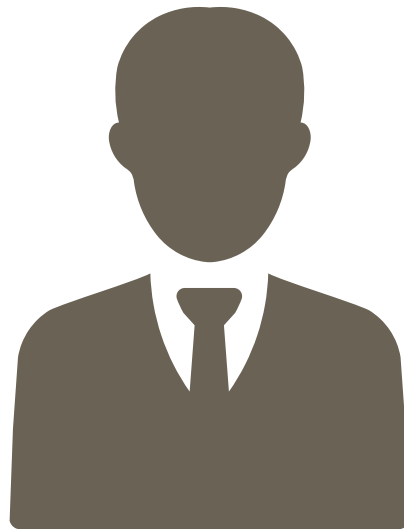
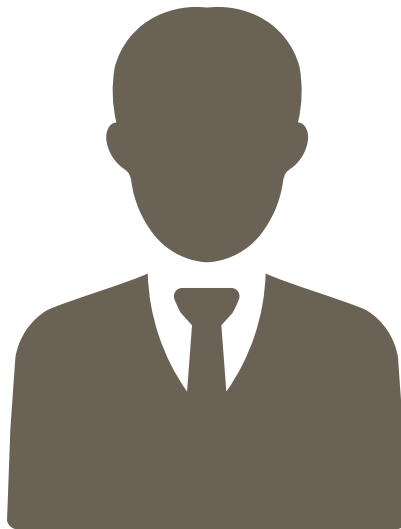

INVESTATE

**UNDERSTANDING
PSYCHOMETRIC TESTS AND
ASSESSMENT CENTRES**



Nana Agyapong

Investate-uk.com

WHAT ARE PSYCHOMETRIC TESTS?

Psychometric tests are scientific, designed tools for measuring a candidate's mental capabilities and personality traits. These tests commonly help employers determine how well a particular individual fits into specific work groups by addressing the following aspects: problem-solving, reaching decisions, communicating, and teamwork. They are part of the degree apprenticeship recruitment process because they enable employers to make objective judgments about applicants that might not be evident from their resume or through an interview.

Psychometric assessments typically fall into two broad categories:

- **Cognitive Ability Tests:** Assess your intellectual potential, such as logical reasoning and problem-solving.
- **Personality Tests:** Measure your behavioural traits, including how you interact with others and approach challenges.

INVEST
MENT
S
STR
ATE
G

TYPES OF PSYCHOMETRIC TESTS

Cognitive Ability Tests

These tests are designed to test the general intelligence of a person in combination with problem-solving ability. They usually comprise questions about the following aspects:

- **Numerical Reasoning:** Interpretation of data in numerical forms, solving mathematical problems, and dealing with percentages, ratios, and graphs.
- **Verbal Reasoning:** To comprehend and analyse written information, draw conclusions, and find mistakes in logic.
- **Abstract Reasoning:** Ability to identify patterns and relationships in abstract, non-verbal data. These often involve shapes, sequences, or visual puzzles.

Example:

- **Numerical Reasoning Test:** You might be asked to interpret data from a graph and then answer questions such as "What is the percentage increase in sales between 2018 and 2019?"
- **Verbal Reasoning Test:** Read a passage of text and then answer questions based on that text, such as "Which of the following is true according to the passage?"

IN
V
E
S
T
I
G
A
T
I
O
N

TYPES OF PSYCHOMETRIC TESTS

Personality Tests

Personality tests were designed to measure your psychological characteristics and help your employer know how you are likely to behave on the job. They can often cover things like the following traits:

- **Openness:** The level of creativity, curiosity, and openness to new experiences.
- **Conscientiousness:** Generally, your responsibility and how well you organize, plan, and pay attention to detail.
- **Extraversion:** How outgoing, energetic, and enthusiastic you may be in looking for excitement.
- **Agreeableness:** How well you will get along with others, how you deal with interpersonal conflict.
- **Neuroticism:** A measure of emotional stability relating to how well you cope under stress, and with bouncing back from disappointments.

Example

Big Five Personality Test: This is probably the most popular test, with measures that classify responses to assess the five major personality traits listed above. You might be asked to what extent you agree with statements like "I enjoy being around others" (Extraversion) or "I am often anxious" (Neuroticism).

INVESTMENTS

TYPES OF PSYCHOMETRIC TESTS

Situational Judgement Tests (SJTs)

SJTs test how you might react to hypothetical events in work-related situations. The aim is to provide your decision-making skills, judgment, and problem-solving abilities against situations which you may face in the workplace. This type of test is increasingly popular in the degree apprenticeship recruitment process as it very closely relates to the kind of scenarios you would face in the workplace.

Example:

- **Scenario:** "You have just been assigned a new project and your team is behind schedule. What do you do?"
- **Option A:** Ask your team to work overtime.
- **Option B:** Reassess the project timeline and identify areas where improvements can be made.
- **Option C:** Report the delay to your supervisor immediately.

IN
V
E
S
T
A
T
E

TYPES OF PSYCHOMETRIC TESTS

Competency-Based Tests

These are tests designed to measure certain competencies and skills the person needs for the job. Competency-based assessments are common in assessing practical skills that are very significant in higher degree apprenticeships, including teams working together, communication, and leadership.

Example:

- **Teamwork Competency:** You may be asked questions like, "Tell us about a time when you had to collaborate with others to achieve a goal. What was your role, and how did you contribute to the success of the team?"

INVEST
SUA
THE

EXAMPLES OF PSYCHOMETRIC TESTS IN APPLICATIONS

In degree apprenticeship recruitment, psychometric tests are tailored to evaluate the specific skills that the company is looking for. Here are some examples of tests commonly used:

Numerical Reasoning Test, for example, **SHL**, **Talent Q**

These tests look at how you make sense of data and then calculate information with speed and accuracy. One common format that you may receive could be a set of numerical data in some form, such as a table or chart, then asking you questions based on that data.

Verbal Reasoning Test, for example, **Watson-Glaser Critical Thinking Appraisal**

A typical verbal reasoning test would ask you to read a passage of text and answer questions that test your ability to interpret, analyse, and logically reason from that text.

.

UNIVERSITY

EXAMPLES OF PSYCHOMETRIC TESTS IN APPLICATIONS

Personality Inventory (e.g., Hogan Assessments, Myers-Briggs Type Indicator)

These tests assess one's personality traits and preferences. Employers will use the results to try to determine how well one can fit into the culture of the company and how they would likely approach tasks, interact with others, and resolve problems.

Situational Judgment Test (e.g Korn Ferry, Saville Consulting)

These tests present you with a set of situations that are typical for the position to which you are applying, and you are required to choose how you would behave in each situation. For example, you might be presented with a scenario where you need to do something at extremely short notice and be asked to choose the most appropriate course of action from a number of options

UNIVERSITY OF SAVILLE

HOW TO PREPARE FOR PSYCHOMETRIC TESTS AND ASSESSMENT CENTRES

1. Practice Psychometric Tests

Conduct practice with psychometric tests, which are available online for free and at a cost. Websites such as Practice Ability Tests or Assessment Day give practice questions for numerical, verbal, and logical reasoning tests. (A few will be linked further down below)

2. Research the Company and Role

Learn about the company's values, culture, and requirements of the apprenticeship. This will better prepare you to shape your responses during assessment exercises and interviews.

3. Prepare for Group Exercises

Also, while working in groups, practice active listening, effective communication, and teamwork. Prove that you can cooperate, contribute, and encourage others.

INVEST
SUA
THE

HOW TO PREPARE FOR PSYCHOMETRIC TESTS AND ASSESSMENT CENTRES

4. Prepare Presentations

If required to present, plan your presentation in logical order, clarity, conciseness, and rehearse a confident delivery.

5. Personality Building

Be yourself in personality tests. These tests are in place to measure your underlying aptitude for situations. This does not mean you cannot keep in mind some of the key traits required for the position in question, like teamwork or problem-solving.

IN
V
E
S
T
I
G
A
T
I
O
N

LINKS FOR PRACTICE PSYCHOMETRIC TESTS

Numerical Reasoning Tests



Verbal Reasoning Tests



Logical Reasoning Tests



LINKS FOR PRACTICE PSYCHOMETRIC TESTS

Situational Judgement Tests



Competency Tests

