

On-line tests

Assessment Centres Skills Series

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Session outline

- Intro to on line tests
- What to expect
- How to prepare
- Exercises
- Further resources

What is Psychometric Testing?

- Formal evaluations used by employers when recruiting or selecting people for jobs
- They provide an objective method of assessing a candidate's competence to perform well in a particular position.
- Useful when identifying which candidates would be best suited to certain jobs, to narrow down a large number of applicants, or where specific skills are needed for the role.

The advantages of Psychometric Testing

- They are an opportunity for you to demonstrate your skills
- They are a fair and objective assessment of your Skills
- Psychometric tests can teach you more about yourself

What do the tests look like?

- Used to be paper based now more likely to be online
- Come as a booklet with a separate answer sheet
- The answer sheet usually has printed boxes
- You will be given instructions either by an administrator or on the screen itself
- You usually indicate your answers by clicking on an answer option using the mouse

Types of tests

- **Verbal Reasoning Tests** are used to gauge your vocabulary, comprehension and grammar
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- **Numerical Reasoning Tests** will almost certainly feature
- **Abstract Reasoning Tests** assess your ability to analyse information and solve complex problems, usually involving visual tasks and pattern recognition
- **Values-based Indicator of Motivation Tests** are used to gauge the motivational compatibility between organisations and individuals and have no discernible right or wrong answers

Your turn!

- <http://www.assessmentday.co.uk/>
Good range of tests; the left hand side is free!
- www.profilingforsuccess.com/main
- You will need to use the following codes:
- Client Code: tflhe
- Access Code: bham
- Password: bham060515

Practice tests

- [Job Test Prep](http://jobtestprep.co.uk) jobtestprep.co.uk
- [TestPartnership](http://testpartnership.com) testpartnership.com
(numerical)
- [Brain Games & Brain Training - Lumosity](http://lumosity.com)
lumosity.com
- [AptiGenius](http://aptigenius.com) aptigenius.com (numerical)

Practice tests

- [TARGETjobs Careers Report : Self-assessment career planner and graduate job match tool](http://targetjobs.co.uk) targetjobs.co.uk
- [Numerical Tests: Numerical Reasoning Test Practice](http://efinancialcareers.co.uk) efinancialcareers.co.uk
- [P&G - Reasoning Test](http://sitebase.net) sitebase.net
- [Aptitude Tests | WikiJob](http://wikijob.co.uk) wikijob.co.uk
- [www.psychometrixltd.com](http://psychometrixltd.com) psychometrixltd.com
- [Graduate Jobs | Internship Jobs | Graduate Scheme](http://careerplayer.com) careerplayer.com