

## **Preparing for Psychometric Tests**

### **What are they?**

Psychometric testing is used to filter candidates in the application process, and is particularly common with larger employers or those who are doing a large recruitment drive. It is a method of predicting job performance and tests are specifically designed to assess reasoning abilities or how a candidate would respond to different work situations. The results from the tests are usually then compared with how others have done in the tests. Psychometric tests are sometimes used prior to a first interview, and at this stage there is often a pass mark or cut off score, which a candidate has to achieve to continue with their application. The type of test used will depend on the type of job specification and the job requirements. Tests include, ability tests, situational judgement tests and personality tests.

### **Why do employers use Psychometric Tests?**

- Psychometric tests allow employers to select candidates that are best suited to the demands of the job
- They help to identify areas for skills development and place people appropriately within an organisation.

### **What benefits does this have for individuals?**

- You are fairly assessed in a competitive, controlled environment
- It allows you to find out more about your own strengths & weaknesses
- Gives you an insight into the demands of the role you are applying to

Psychometric tests will typically consist of multiple choice questions and are administered either online or else under exam conditions and are usually strictly timed. When invited to complete tests, if possible, find out from the recruiter which type(s) of test you will be sitting and make sure you spend time revising and practicing those types of tests. Types of tests include: verbal reasoning, numerical reasoning, logical reasoning, personality tests and game-based assessments (gamification).

Practice has been shown to make a significant difference to the outcomes of Psychometric testing. There are a number of websites which offer access to free sample psychometric materials. The Employability & Careers Hubs on campus can also support you in

preparation for undertaking psychometric tests. You can arrange a consultation or call in to the hubs during drop-in for support with this.

### How should I prepare for a test?

- The best way to prepare for a test is to practice. This improves your response times, confidence with the questions and can help you to see if, or where, you are going wrong.
- Do some research online. For example, a quick search will allow to find video tutorials on basic numeracy skills which can help if you feel you need practice or want to improve your response times.
- If you are not sure what your test will involve, ask the employer and try to practice tests by the same test publisher if you can.
- Are you clear about the role you are applying for and the type of organisation it is? Doing some prior research by exploring the skills, values and qualities sought for the role may give you an idea about the types of scenario questions you may be asked.
- In order to perform at your best on the day, make sure you are prepared. A good night's sleep, eating well and preventing distractions on the day (both in person or the notifications on your phone), will all help you. You are not usually able to pause a test once you have started so be aware of this in advance.

### Further Resources

#### Websites

Practice tests used by graduate recruiters are listed below:

[www.ulster.ac.uk/employability](http://www.ulster.ac.uk/employability) In the 'tools' menu, click on the 'Abintegro Career Platform'

<https://www.prospects.ac.uk/careers-advice/interview-tips/psychometric-tests>

<https://targetjobs.co.uk/careers-advice/psychometric-tests>

[www.testpartnership.com](http://www.testpartnership.com)

[www.shldirect.com/](http://www.shldirect.com/)

<https://www.savilleconsulting.com/products/aptitude-preparation-guides-and-advice>

[www.psychometric-success.com](http://www.psychometric-success.com)

[www.jobtestprep.co.uk](http://www.jobtestprep.co.uk)

[www.assessmentday.co.uk](http://www.assessmentday.co.uk)

[www.ets.org](http://www.ets.org)



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