

PSYCHOMETRIC TESTING & ASSESSMENTS

Employers use Assessments as they are believed to offer greater objectivity, reliability and validity than interviews. For each position, the tests are standardised meaning that all applicants sit the same assessment and are scored according to the same criteria, no matter where or when the test is completed.

Can I Pass or Fail Psychometric Assessments?

Employers will use a range of assessments to evaluate applicants against the competencies they require e.g. psychometric tests, interview/s, assessment centre activities and the biodata (eg education, employment, skills) presented in your resume. One low psychometric test outcome on an ability test will not make you ineligible for the job.

Aptitude or ability tests can result in a score which allows employers to rank you compared to other applicants or a criteria/standard they have set. Personality assessments are not about passing or failing but about giving a profile of you to the employer, whose task it is to match an applicant to the job or work place.

Tips to Remember Before the Psychometric Assessment

- Upon notification of you having to attend an assessment, ask what type of assessment/tests will be administered
- Practice the tests (for ability tests, there are often online practice questions)
- Get a good night's sleep beforehand
- If appropriate, advise the test coordinator of any special requirements you might have

Tips to Remember During the Psychometric Assessment

- Listen carefully to the instructions given. If you are not clear on what is required, ask.
- Read the instructions, you need to know:
 - Can you select more than one multiple choice response?
 - Is there a time limit?
- Sometimes there are far more questions than can be realistically completed in the time allocated. You need to work as quickly as practical and skip questions you get stuck on. However, it is not usually advisable to skim the whole test for easy questions; this approach can tend to waste time.

