



A Guide to Psychometric Testing

PSYCHOMETRIC TESTING

Most people leave their psychometric test with their head in a spin and wondering if they themselves aren't just a little crazy. Unknown people behind the scenes are crunching the numbers, plugging them into a computer which will spit out a complete profile of your personality, strengths and weaknesses and the results will ultimately determine your suitability for employment.

So what exactly is psychometric testing? Where did it come from? What are they looking for and can we influence the outcome?

Psychometric testing, is the process of measuring a candidate's relevant strengths and weaknesses. With the emergence of the Human Resources Departments airlines big and small are employing this technique with all new recruits whether you're interviewing for a check and training position, line pilot with the regionals or cabin crew member. This form of measurement is primarily used to assess a candidate's employment suitability, including whether your personality will fit culturally within the company profile.

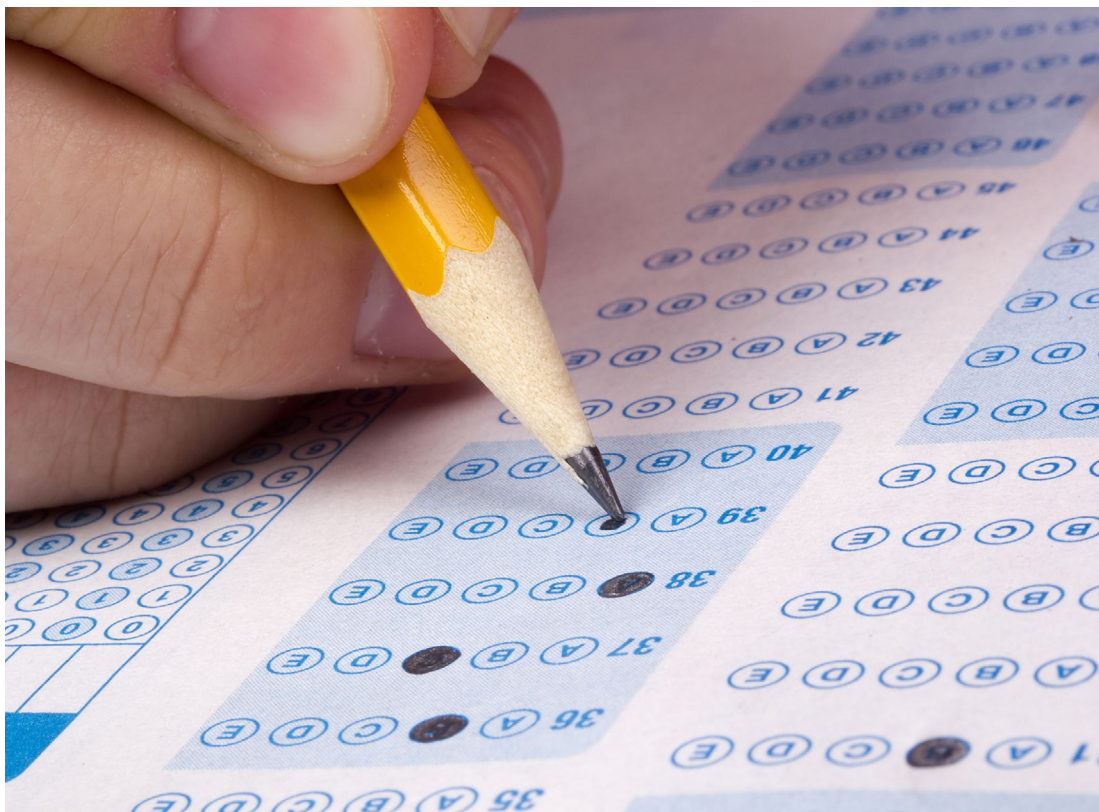


When it comes to cognitive testing i.e. numeric and spatial reasoning there is no doubt that a little preparation can improve your score. SHL, the organization responsible for conducting most of the testing allows you unlimited practice via their website and we strongly recommend taking them up on their offer. You will start to recognize patterns and techniques and gradually see an improvement in your scores.

When it comes to personality profiling trying to influence the outcome gets a little tricky, why? Because the idea is that there is no right or wrong answers just personal preferences, interests and motivations. The best way to complete personality assessments is by answering without too much thought; just go with your first instinct. Once again just remember there are no right or wrong answers, don't get tangled up with trying to second-guess what the test is seeking.

Psychometric Testing consists of the five following tests.

1. Personality
2. Aptitude
3. Verbal Reasoning
4. Numeric Reasoning
5. Abstract Reasoning



PERSONALITY TEST

Personality testing consists of usually either 300 questions or 600 questions- depending on the testing format the company uses. It is purely personality based with answers along the lines of YES or NO, TRUE or FALSE or more likely, less likely etc. There is no study required for this form of testing.

The best way to work through this exercise is to answer as quickly as possible and as honestly as possible, there is no point in trying to answer they way you think you should, the test is designed to recognize this.

- A. I am always working as little as possible at work
- B. I always pay little attention to details

No matter what the statement - you must answer all questions and pick either A or B

Another example:

- A I am always in a good mood at work
- B I never make mistakes at work

Another format of testing will have 4 or 5 statements for each question and the three possible answers are:

- A. Always
- B. Sometimes
- C. Never

Please note, if you answer “sometimes” too often you may be asked to repeat the exercise.

The same goes for the style below, if you use Neutral too often, your results may come back inconclusive and you could be asked to repeat the exercise.

Q I prefer to work in a team environment?

- A. Strongly Agree
- B. Agree
- C. Neutral
- D. Disagree
- E. Strongly Disagree.

Q I enjoy making detailed plans

- A. Strongly Agree
- B. Agree
- C. Neutral
- D. Disagree
- E. Strongly Disagree.

Another format is using True or False, most of the time you are not one or the other and it is a choice of which one you are more like than the other. Here are some examples;

- False True 1. I like mechanics magazines.
- False True 2. I have a good appetite.
- False True 3. I wake up fresh and rested most mornings.
- False True 4. I think I would enjoy the work of a librarian.
- False True 5. I am easily awakened by noise.
- False True 6. My father is a good man (or if your father is dead) my father was a good man.

- False True 7. I like to read newspaper articles on crime.
- False True 8. My hands and feet are usually warm enough.
- False True 9. My daily life is full of things that keep me interested.
- False True 10. I am about as able to work as I ever was.
- False True 11. There seems to be a lump in my throat much of the time.
- False True 12. My sex life is satisfactory.
- False True 13. People should try to understand their dreams and be guided by or take warning from them.
- False True 14. I enjoy detective or mystery stories.
- False True 15. I work under a great deal of tension.
- False True 16. Once in a while I think of things too bad to talk about.
- False True 17. I am sure I get a raw deal from life.
- False True 18. I am troubled by attacks of nausea and vomiting.
- False True 19. When I take a new job, I like to find out whom it is important to be nice to.
- False True 20. I am very seldom bothered by constipation.
- False True 21. At times I have very much wanted to leave home.
- False True 22. No one seems to understand me.
- False True 23. At times I have fits of laughing and crying that I cannot control.
- False True 24. Evil spirits possess me at times.
- False True 25. I would like to be a singer.
- False True 26. I feel that it is certainly best to keep my mouth shut when I am in trouble.
- False True 27. When people do me wrong, I feel I should pay them back, just for the principle of the thing.
- False True 28. I am bothered by an upset stomach several times a week.
- False True 29. At times I feel like swearing.
- False True 30. I have nightmares every few nights.

There are many websites that offer practice tests and interpretation of the results.

The key is to answer honestly without too much self analysis.

APTITUDE TEST











This is a timed test designed so as only 1-5% of candidates will finish. Each question will have only one correct answer, and everyone can correctly solve all the test questions. The only difference being how quickly each individual can solve the puzzle.

The idea is to work as quickly and accurately as you can.











In the examples below you need to find the next diagram in logical sequence.

Questions

Question 1

				
A	B	C	D	E
				

Question 2

				
A	B	C	D	E
				

VERBAL REASONING

Verbal reasoning tests are the most commonly used form of psychometric test.

A – True (The statement follows logically from the information or opinions contained in the passage)

B – False (The statement is logically false from the information or opinions contained in the passage)

C – Cannot Say (Cannot determine whether the statement is true or false without further information)

In the example below, give your answer to each question by selecting either A, B or C.

“Many organisations find it beneficial to employ students over the summer. Permanent staff often wish to take their own holidays over this period. Furthermore, it is not uncommon for companies to experience peak workloads in the summer and so require extra staff. Summer employment also attracts students who may return as well qualified recruits to an organisation when they have completed their education. Ensuring that the students learn as much as possible about the organisation encourages interest in working on a permanent basis. Organisations pay students on a fixed rate without the usual entitlement to paid holidays or sick leave.”

Statement 1 - It is possible that permanent staff who are on holiday can have their work carried out by students?

- A. True
- B. False
- C. Cannot Say

Statement 2 – Students in summer employment are given the same paid holiday benefit as permanent staff?

- A. True
- B. False
- C. Cannot Say

NUMERIC REASONING

This test measures your ability to analyse, interpret and draw logical conclusions based on numerical data presented in tables and graphs.



Q 1: Which newspaper was read by a higher percentage of males than females in 2014?

Q 2: What was the combined readership of the Daily Chrome, the Daily Beach and The Triles paper in 2014?

Q 3: In 2014, how much more than Italy did Germany spend on computer imports?

Q4: If the amount spent on computer imports into the United Kingdom in 2103 was 20% lower than in 2012, what was spent in 2013?

ABSTRACT REASONING

This test measures your lateral thinking capabilities, which are your ability to recognise patterns in shapes, logical rules and data trends.

Choose the figure that completes the series?

