

Personality Testing / Assessments

Employers can go to great lengths to match people to the right jobs. Employers will consider what behaviours and abilities are required for good job performance. To measure an individual's competencies and behaviours employers may use tests and assessments to support their interview process. There are a number of assessments that can be used and we have outlined the most popular ones below.

Ability/ Aptitude Tests

These assess the skills required to do the job and will generally include tests of verbal and numerical reasoning to assess the required level needed for the skills of the role.

Personality Questionnaires

Personality Questionnaires look at behaviors, that is, how you like to work. They are concerned with how you see yourself in terms of your personality; for example, the way you relate to others, and how you deal with feelings and emotions. There are no rights or wrongs in behavioural style, although some behaviour may be more or less appropriate to certain situations.

Simulation Exercises

These exercises are designed to simulate a particular task/scenario needed for the target job and it should be clear what kinds of skills are being assessed.

Examples include: Group Exercises, Presentations and Role Plays.

Tips on how to prepare yourself Assessment Tests

- Make sure you understand what assessments you will be taking and what they will tell the employer about your fit for the role.
- Always ask if you are unsure about what you are required to do.
- If the assessment involves interviews, team exercises or role-playing, use your non-verbal methods of contact such as eye contact, facial expression, and gestures.
- Respond honestly. It's not in your interest to get a job to which you are not well suited.
- Ask for feedback- This may give you an insight into your strengths and areas for improvement as well as your future development

The following websites have good sections on certain assessments

- <http://www.psychometric-success.com/Targetjobs>
- <http://www.shl.com/uk>
- <http://gradireland.com/careers-advice/interviews-and-tests/assessment-centres>
- <http://www.apitudetestsonline.com/>