

Mini-Series: Own Your Selection Process

Episode 6:

PSYCHOMETRIC ASSESSMENTS



In this episode we will be focusing on...



01

PSYCHOMETRIC
ASSESSMENTS:
What are they?

02

PSYCHOMETRIC
ASSESSMENTS:
Types

03

PSYCHOMETRIC
ASSESSMENTS:
How to prepare?



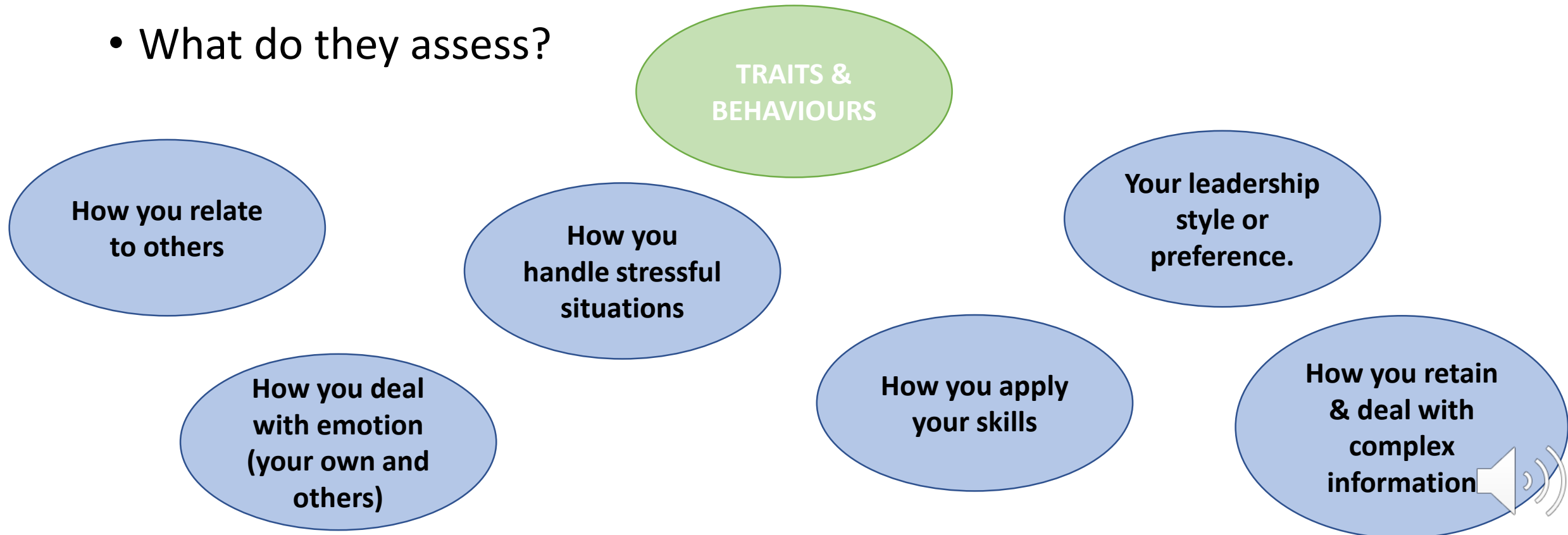
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Psychometric Assessments: WHAT ARE THEY?

- An assessment used to assess the abilities and character of candidates in a measurable and standardized way.
- What do they assess?





- Timed survey or test.
- Online or in-person
- To verify your skills & personality = FIT for the role & company.
- These assessments are usually considered together with your CV, Cover Letter, Interview, and References.
- Personality profiling used to identify fit – but NOT the sole indicator of success.



Psychometric Assessments: TYPES

Aptitude

- Assess potential & current ability – what you are capable of learning & what your natural strengths are.
- Test your verbal & non-verbal communication, numerical & problem-solving abilities or logic.
- Timed Multiple-Choice, Online or In-Person.



Situation Judgement Tests

- Assess ability & approach to problem-solving and decision-making.
- Multiple Choice - given a description of typical work-related scenarios and a several response options.
- Gives the employer insight into your behavioural approach to situations that may arise in the job.



Personality

- Analyses how you handle different situations, make decisions and work with people.
- Be yourself, don't overthink – no right or wrong!
- Never solely determines success for the role, but gives further insight.

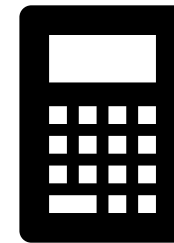
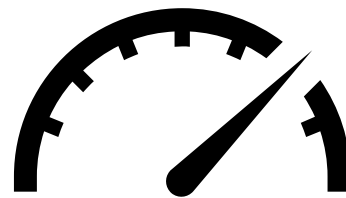


Psychometric Assessments: How to Prepare?

Be well rested.

Prepare mentally to be under time pressure.

Ensure that you have all that's required – e.g. stationery, calculator etc.

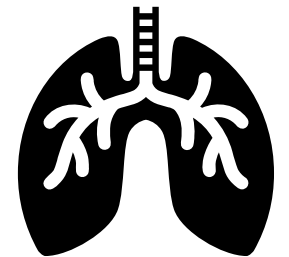
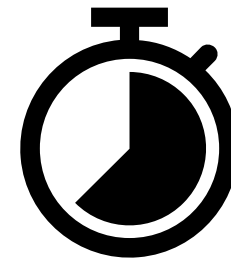
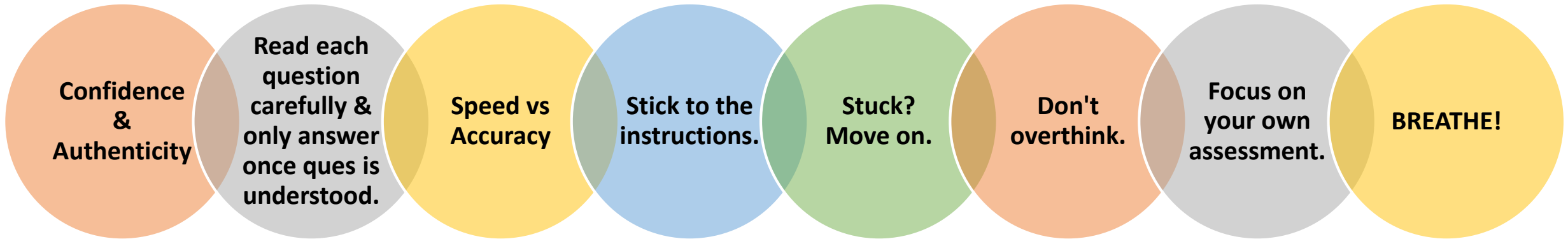


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Psychometric Assessments: How to approach them?



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