



Psychometric Assessments

Here are some tips for navigating Psychometric Assessments 😊

For larger companies, it will be required of you to complete a series of assessments. The two most common assessments that you can expect are Personality and Reasoning assessments.

Block out time & get yourself in good mental shape

Be aware of how you're feeling before completing the assessment, if you have a headache, didn't sleep well, are on medication etc, disclose it to the practitioner as this could have an influence on how you answer the questions.

Block out time to complete the assessment in the morning. Don't do them all in one setting (you'll feel exhausted). The key is to start with the harder assessment, such as the reasoning or cognitive assessment, as it requires more mental effort. Personality assessments can be done later in the day, but make sure you are well rested and try to take decent breaks in between assessments to ensure you regain your energy.

Get to know the types of questions

One of the most common assessments that you can expect is the abstract reasoning assessment. This is a non-verbal assessment that uses shapes as questions. Good news: You do not need any prior knowledge of a subject area to complete this one. But familiarising yourself with the type of questions will get you a competitive edge. Have a look online and search for abstract reasoning practice tests!

Plan your time and set milestones

More good news: you don't always have to complete all the questions to get a good score, and easy questions score the same as hard ones. The best strategy is to set milestones and if you don't know the answer to a question, go on to complete others. If you have time left, you can revisit the harder questions. Focus rather on answering questions correctly, than trying to complete all of them frantically.

Personality questionnaire

You do not get such a thing as a personality "test". It is a questionnaire (this means that you can't fail it). THERE ARE NO RIGHT OR WRONG ANSWERS. Most personality questionnaires are designed to indicate whether you were consistent in your answers and to what extent you tried to portray yourself in an overly positive manner. It's fine to make yourself look good. We all do it when we want to get a job. But don't overdo it, just be yourself and know what set of your strengths you want to highlight.

Why this assessment? The results will give the company insight into who you are - how you think and behave in the work context and how you are likely to interact with your colleagues and team members. If you were to be successful for the role, this information will be super useful to them, especially to your line manager, who will have insight into how you work and interact and how they should work and interact with you in return. This assessment ultimately looks at whether you would be a good fit for the team and the role. You don't want to lie and risk being a bad fit. You need to be happy and satisfied in this role, and answering the questions in an honest way will move you towards that goal.

Some people tend to act slightly different in the work setting as opposed to how they will act at home. In employment personality assessments, it is vital to portray your "professional persona." So when answering the questions, think of yourself in the work context and how you usually think, feel and behave in the work environment.

As daunting as psychometric assessments may sound, the key to success is preparing. Research the company, identify their culture, values and the calibre of employee they're searching for. This will help you in the personality assessment.