

Hire STEM Women – Psychometric Tests Guide



Hire STEM Women
Bridging the gender & diversity gap

What is a psychometric test?

Did you know the word psychometric is formed from the Greek words for mental and measurement? Psychometric tests measure your mental ability or your personality. Several employers use these tests as part of their recruitment process and it provides them with a reliable method of selecting the most suitable job applicants for a particular role. Tests usually take place after you submitting your interest in a role at a particular firm, usually done at home and then there could be a verification test when you are invited for assessments in person.

How tests work in practice

Tests are typically completed electronically and seekers would normally be emailed a link to the tests they need to complete. You are given a limited time to complete the tests. The tests aim to put seekers under pressure to assess how they perform under pressure.

Types of tests

There are different types of tests and we have detailed a few of the main ones below:

- Ability Tests – Measure your ability to perform or carry out different tasks.
- Personality Questionnaires - Measure your way of doing things, and specifically the way you interact with your environment and other people.
- Aptitude Tests
Aptitude and ability tests are designed to assess your logical reasoning or thinking performance. They consist of multiple choice questions and are administered under exam conditions. They are strictly timed and a typical test might allow 30 minutes for 30 or so questions.
- Verbal Ability- These include questions which test your ability to spell words correctly, use correct grammar, understand analogies and follow detailed written instructions.
- Numeric Ability - These include questions on basic arithmetic, number sequences and simple mathematics. In more complex numerical critical reasoning questions, blocks of information are provided that require interpretation.
- Abstract Reasoning - These tests are usually based on diagrams and measure your ability to identify the underlying logic of a pattern and then determine the solution.
- Spatial Reasoning - These tests measure your ability to manipulate shapes in two dimensions or to visualise three-dimensional objects presented as two-dimensional pictures
- Mechanical Reasoning - These tests are designed to assess your knowledge of physical and mechanical principles.

Find out more by clicking on the below links:

- <http://www.psychometric-success.com/faq/faq-what-are-psychometric-tests.htm>
(Source above)
- http://libweb.surrey.ac.uk/library/skills/Applying%20for%20jobs/applyingforjobscg-HTML/page_43.htm
- http://www.careergym.com/psychometric_glossary/psychometric_test_types
- <http://www.psychometricinstitute.com.au/>
- <http://www.genesisassociates.co.uk/all-about-psychometric-testing/the-different-kinds-of-psychometric-tests.html>
- http://www.nicheconsulting.co.nz/psychometric_assessment/assessment_tools/test_list.htm

How to prepare for tests

Practice is the best preparation when it comes to tests. There are many types of online tests available which would help you familiarise yourself with the types of questions you are likely to encounter and give a “feel” for how to solve them.

As mentioned earlier that there are challenging time limits, which means that in order to be successful in these tests you need to work quickly and accurately and the best way to do this is practice. Practice tests help you familiarise yourself with the format of the questions and are presented so that you know what to expect. This helps a lot of seekers which will help you feel comfortable and confident and is a great way of reducing any anxiety that you may feel.

Practice links & useful guides

Below we have included some useful links to help you with the preparation of practice tests.

- <http://www.psychometric-success.com/downloads/download-practice-tests.htm>
- http://www.psychometricinstitute.com.au/Psychometric-Guide/Introduction_to_Psychometric_Tests.html
- <https://www.cebglobal.com/shldirect/en/practice-tests/>
- <http://www.psychometricinstitute.co.uk/Free-Aptitude-Tests.asp>
- <https://www.savilleconsulting.com/PracticeTests>
- <http://www.criterionpartnership.co.uk/about-us/help-for-test-takers/>
- <https://www.talentlens.co.uk/practice-aptitude>
- <https://www.jobtestprep.co.uk/freepsychometrics.aspx>

And some general advice...

- Get a good night's sleep to ensure you are refreshed for your tests
- Plan your time
- Make sure you read the instructions of the tests
- Try not to spend too long on one question as you are timed for the most part
- Remember you can only do your best, not everyone is great at tests but this does not mean that you are not capable or won't have a successful career; it just means you need to practice!
- You are not alone!