

## Psychometric Tests/Questionnaires

### What are Psychometric Tests?

This is the term applied generally to both ability tests and personality questionnaires, which organisations will often use during their assessment of students. Ability tests, usually of verbal, numerical or logical thinking, require you to reach a certain level or score in order to “pass”. The results are then viewed alongside feedback from interviews and other activities you might be asked to undertake during your assessment. Personality questionnaires on the other hand don’t have “right or wrong” answers. They are used by organisations to gain an insight into your personal preferences and likely behaviour within potential roles.

When you are told you are to be tested do try and establish which tests are going to be used (there are many!) It is good practice for an organisation to provide example material for you to practice in advance of a test session. Want to know more about them? There is a good short description of the nature of aptitude tests and personality questionnaires at the following [www.prospects.ac.uk](http://www.prospects.ac.uk). On Prospects from the “jobs and work” section select “Applications and Interviews” and then “Psychometric Tests”. There is a list of frequently asked questions and answers about psychometrics at [www.Morrisby.com](http://www.Morrisby.com). Look under “Test Takers Guide” and then “Psychometrics.

The Saville and Holdsworth ([www.shldirect.com](http://www.shldirect.com)) - in the ‘Practice and Feedback’ section. Practice aptitude tests from one of the largest test publishers available here. They are timed and you get feedback on how well you have done.

AptitudeOnline ([www.apptitudeonline.co.uk](http://www.apptitudeonline.co.uk)) A web-based application containing a series of 100 + self-assessment questions, with real time answers. This has been produced to assist any student who is preparing for taking aptitude or psychometric tests. These questions have been written to principally help the student focus their mind into making logical and quick decisions

Morrisby Organisation ([www.Morrisby.com](http://www.Morrisby.com)) gives examples of ability tests found in the Morrisby Profile tests.

ASE ([www.ase-solutions.co.uk](http://www.ase-solutions.co.uk)) give examples of the 16PF5 personality test and Graduate Managerial Assessment tests.

Graduate Management Admission Council ([www.gmac.com](http://www.gmac.com)) for graduates interested in applying for MBS courses.

Occasionally strategic consultants or investment banks have been known to ask applicants to do the numerical component of a GMAT (Graduate Management Admission Test) level test.

Educational Testing Service ([www.ets.org](http://www.ets.org)) give access to practice questions for GMAT, GRE and the Test of English as a Foreign Language (TOEFL)

The Prospects website also links you to practice a personality questionnaire:-

Keirsey Temperament Tests ([www.keirsey.com](http://www.keirsey.com)) where you can complete the online personality questionnaires – Keirsey Character Sorter and Keirsey Temperament Sorter (based on the concepts of MBTI)

Team Technology ([www.teamtechnology.co.uk/tt/common/contents.htm](http://www.teamtechnology.co.uk/tt/common/contents.htm)) access the Myers Briggs Type Indicator (MBTI)

Those who are thinking of applying to do postgraduate study in the USA and are interested in GRE test material can find a comprehensive set of practice materials at [www.gre.org](http://www.gre.org)

Psychometrics Online ([www.psychometricsonline.com](http://www.psychometricsonline.com)) This company makes free tests available online. They include your Career Style and your Work Style. They include tests for individuals, selection tests and teams.

Civil Service requires you to undergo tests, and samples are available online at [www.publicjobs.ie](http://www.publicjobs.ie) where there are samples of verbal comprehension, numeric reasoning and job simulation. Logon to [www.publicjobs.ie/en/careers/advice/sample\\_tests.htm](http://www.publicjobs.ie/en/careers/advice/sample_tests.htm) for a direct route to sample tests.