Psychometric tests are structured exercises, often in the form of multiple choice questions. They are designed to assess your reasoning abilities, or how you respond to different situations. Employers, especially many of the largest organisations, are using psychometric tests more and more when recruiting people.

People who are unfamiliar with psychometric tests often find completing them for the first time very daunting, especially when under pressure to impress an employer they really want to work for. This handout describes the different tests that you might face, how and why employers use them and how you can practise to improve your performance and confidence.

How do employers use psychometric tests in recruitment?

If you apply for a graduate training scheme with a large, prestigious company you can almost certainly guarantee that you will be asked to complete a psychometric test. However, smaller organisations are also increasingly using psychometric tests; in fact it is estimated that around 40% of employers use psychometric tests as part of their selection process, so it is extremely likely that you will encounter these at some point in your career.

This increase in popularity is linked to technological developments which mean that tests are much easier to administer than they used to be. Whereas in the old days, recruiters had to be specially trained to score test papers using a variety of templates and calculations, most tests are now conducted online, with instant assessment and feedback. Another reason for the popularity of psychometric testing is that it is believed to be an objective and reliable way of assessing candidates.

Testing can occur at different points in the selection process. Sometimes it is used as an initial filter; for example, if you are applying for graduate posts in the Civil Service you will have to take online tests as the first stage; if you are not successful, you will not progress to the next stage. If you are successful and are invited to the next stage, you will be tested again to make sure your first results were genuine.

Testing at this stage has obvious benefits to a popular employer as it quickly selects which candidates will go through to the next assessment stage with little cost and effort. PriceWaterhouseCooper, for example, reported that in their 2008 recruitment cycle, they eliminated 30% of applicants through using a psychometric test at the initial application stage.

Alternatively, testing can occur later in the recruitment process as part of an assessment centre, alongside other selection activities such as group work, interviews and assessed presentations.

When else might you encounter psychometric tests?

Psychometric tests are also used as a tool to help people explore their strengths and occupational interests, and to plan their career development. Once you are in employment, you might find that your employer uses psychometric tests to help with career progression planning and to assess staff development needs.

Careers Advisers sometimes use psychometric tests to help people build a profile of their strengths, preferred work styles, occupational interests and values. These insights can then be used to identify types of work which match the person's profile. In the Careers Centre, we use a personality tool called the Myers Briggs Type Indicator (MBTI). Contact lisa.price@wlv.ac.uk if you would like more information or to book a career planning session using MBTI.

What are psychometric tests exactly?

Most psychometric assessments are online tests comprising a series of multiple choice questions, although some employers still use paper based questionnaires. Tests should have been carefully researched and assessed to ensure that they are fair to all people sitting them. Your results are usually compared with
how others have previously done in the tests. There are two main types of psychometric tests:

**Aptitude or ability tests** aim to assess your capabilities in tests of reasoning, i.e. the level and nature of your thinking competencies.

**Personality questionnaires** gather information about how and why you do things in your own particular way. They look at how you react or behave in different situations, your preferences and attitudes or the extent to which your outlook on life and work matches with the culture of the organisation that you have applied.

Questionnaires on interests and values are also produced, but rarely used for selection purposes.

Overall, aptitude tests are generally more common in recruitment than personality questionnaires, especially at the initial application stage.

These different tests are examined in more detail on the following pages. There are examples for you to try and tips to help you prepare.

**Aptitude or Ability Tests**

These test your logical reasoning or thinking performance; they are NOT tests of general knowledge. If you are completing them under supervision at an assessment centre they are administered under exam conditions and are strictly timed. Online versions that you would complete at home as part of an initial application also have a time limit. The programme might show you the progress you have made in the test and the time you have left. A typical test might allow 30 minutes for 30 or more questions.

The questions will have definite ‘right’ or ‘wrong’ answers, which you often have to select from a range of alternatives.

As you go through the test, these questions may become more difficult, and there are frequently more questions than you can comfortably complete in the time allowed. It does not matter if you finish the test (though you should complete as many questions as possible); it is the number of correct answers which counts.

Your score is then compared with how other people have done on the test in the past. This group is called the ‘norm group’. They could either be other students/graduates, current job holders or a more general random group. This enables selectors to assess your reasoning skills in relation to others, and to make judgements about your ability to cope with tasks involved in the job.

Obviously the validity of such tests rests on how closely they assess abilities necessary to do the job. For this reason, there is a variety of tests; for example tests of reasoning with written information (verbal reasoning tests), numbers, charts and graphs (numerical reasoning) or abstract figures (diagrammatic or spatial reasoning).

The choice of tests used should be related to the work tasks involved in the job. A 2008/2009 survey by AGCAS (The Association of Graduate Careers Advisory Services) found that law firms tested for verbal reasoning only, while engineering and IT companies used a much wider use of tests including diagrammatic, abstract and critical reasoning.

Sectors which require particular technical aptitudes sometimes have their own very specific tests, and this is a trend that is increasing. For example, employers in the city might ask candidates to complete a simulation exercise where they interact with a dynamic trading screen, or employers within the IT industry sometimes use the Berger Aptitude for Programming test to assess whether non IT graduates have the potential for programming skills. See [www.psychometrics-uk.com/](http://www.psychometrics-uk.com/).

There are a range of companies that provide tests for recruitment. The most frequently used aptitude tests are those by SHL and Previsor, however, tests by a wide variety of other companies are also used such as Cubix and Thomas International. Some companies have free practice tests on their website and these are listed at the end of this handout.

When an aptitude test is used prior to a first interview, there is often a pass mark or cut off score, which you will be expected to achieve to progress with the application process. Once you have reached a later stage of the recruitment process (for example, at an assessment centre) tests are often used in conjunction with other selection methods, so it is your overall performance which is important – the tests do not carry more weight than any other elements.
Employers may send you some sample questions before you sit the test, to give you an idea of what to expect. You should also be given some practice examples at the start of the test session itself.

On pages 6 - 9, you will find some sample psychometric questions from real tests.

**Personality Questionnaires**

How successful you will be in a job depends not only on your abilities, but also on your personal qualities. Interviews and group exercises can be used to assess social skills, but personality questionnaires can further explore the way you tend to react to, or deal with, different situations.

Unlike aptitude tests, there are no right or wrong answers and questionnaires are usually untimed. After you have finished, a profile is drawn up based on your response to the questions.

Personality questionnaires ask questions designed to reveal factors such as: how you relate to other people; your work style; your ability to deal with your own and others emotions; your motivations and determination, and your general outlook.

Situational questionnaires are also designed to reveal similar factors, however the style of questioning is different, asking that you state how you are likely to react to a given scenario.

The selectors will not be looking for a rigid 'typical' personality profile, although certain characteristics will be more or less appropriate for that particular job (e.g. independence, social confidence and persuasiveness are important characteristics for sales personnel).

From your responses, the selector gains information about your style of behaviour and how and why you do things in your own way. You may receive some feedback on the profile, which your answers produce, and occasionally it might form the basis for discussion at a subsequent interview.

Questionnaires exploring your interests or values are much less commonly used in selection. These are designed to clarify what fields of work interest you or what factors make work worthwhile for you. You are more likely to come across them in a careers guidance setting, or in an appraisal/development context once in work (e.g. Prospects Planner the online careers guidance tool for graduates. See [www.prospects.ac.uk/links/planner](http://www.prospects.ac.uk/links/planner)).

Occupational Psychologists design tests to ensure that a person answers the questions consistently. You may therefore be asked about the same topic several times, though the questions will be worded or structured in a variety of ways. This serves as a consistency test, making it difficult to manipulate your answers so that you convincingly present yourself as the type of person you think the company is looking for.

The best way to approach these questionnaires is therefore to just answer them as straightforwardly as you can. Guessing what the employer is looking for is difficult and could well be counter-productive; after all, you do not want to be given a job which really does not suit you.

The most common personality questionnaires that recruiters use are OPQ and 15FQ and those by Thomas International or Hogan HDS, although assessments by other test providers are also used.

There has been a trend recently for employers to use bespoke questionnaires to establish whether candidates’ outlook on life and work fit with their organisational culture. Some employers (for example Ikea) give candidates the option of completing a simple questionnaire before filling out the application form. The idea is that this will help the candidate decide whether the organisation really is right for them from the outset. Other employers have developed more sophisticated questionnaires which are used later in the recruitment process.

Some samples of the types of questions included in personality questionnaires are given on page 10. Sites offering free practice assessments are listed at the end of this booklet.

**How to Prepare**

Careers Services are often asked if we can supply practice questions to prepare for employers’ aptitude tests. We can show you some resources which you can use for practice, but you will not be able to look at the actual tests used by employers. You cannot buy psychometric tests, take copies of them or obtain past papers, since companies feel that this would undermine the tests’ effectiveness if candidates could practise limitlessly. Also,
Unlike examinations, the same test questions are used for several years. There are, however, a number of things you can do to prepare yourself.

**Puzzles.** Have a go at word games, mathematical teasers, puzzles with diagrams and other brain teasers as these may help you to get into a logical and analytical frame of mind. There are a whole range of ‘logic problem’ books that you can buy from newsagents and there is a wealth of sites offering free tests (see the ‘further information’ section for examples).

**Brush up on your maths.** Practise basic mental arithmetic with and without a calculator. Addition, subtraction, division, multiplication and calculations of percentages and ratios are commonly required. Some of the free online tests listed below may be helpful. Remember that unless the job requires a very high level of numeracy, numerical tests are not likely to be pitched higher than GCSE maths level. The ability to extract information from charts and graphs is as important as the actual calculations in these tests. Reading financial reports, studying data in charts (e.g. the quality or financial press) could also be useful practice.

**Verbal reasoning skills.** These are more difficult to quickly ‘brush up on’ than mathematical techniques. Reading manuals, technical reports or academic or business journals may help. Practise extracting the main points from passages of information and summarising their meaning.

**Books with test questions.** In the Careers Library we have a selection of books containing sample test questions (see booklist at end of this booklet). If you are planning on buying your own book, always check the level at which questions are pitched – proficiency at questions aimed at school leavers will not prepare you adequately for graduate tests.

**Websites.** There is a wealth of websites providing psychometric tests. Many of them charge for their services, and some only allow you to take the test for free and charge for the report. Listed at the end of this leaflet are a variety of useful websites providing different types of psychometric tests, where you can try sample questions for free.

**Attend a Psychometric Test workshop.** This will give you the opportunity to practice sample questions administered under exam conditions. The Careers Service holds practical workshops throughout the year; please ask a member of the team about dates for any forthcoming events.

**If you have a disability** and you require special provision, discuss this with the employer in advance of the test session.

**On the day**

If you are completing a psychometric test as part of your initial application, make sure that you take the test in a quiet place where you can concentrate, where you won’t be interrupted and where your internet connection is unlikely to go down.

If you are completing a test as part of an assessment centre, plan to arrive in good time at the test location so that you don’t start the test feeling flustered.

Before starting the test ensure that you know exactly what you are required to do by reading the instructions carefully. If you are at an assessment centre, do not be afraid to ask questions. Sometimes you will be given a few untimed practice questions that are not part of the assessment, but which will introduce you to the style of questioning and get you warmed up.

Work as quickly and accurately as you can. Both speed and accuracy are important so don’t spend too long on any one question, and keep an eye on the clock. Having said this, you must read every question thoroughly to ensure that you have understood, and select your choices very carefully.

You can increase your speed by eliminating as many wrong answers as possible. For example, with numerical tests, a quick estimate may help you to discard several of the options without working out every alternative.

Also check whether you can return to any unanswered questions. If so, do not waste time on difficult questions, simply move on and return to them later if you have time.

Whether it is advisable to guess answers depends on how the test is being marked. Some tests just award marks for correct answers whilst others also penalise wrong ones. If you are not told the marking policy during the introduction to the test, you can always try asking, to help determine your strategy. The best approach is to go for a reasoned choice, but to avoid wild guessing.

Don’t worry if you do not finish all the questions in time, but if you do check your answers.

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Feeling confident and avoiding panic

It is important to be in a positive state of mind before, and during the test. If you start the test in an emotionally negative state, this will get in the way of the logical thinking process necessary for success in psychometric tests.

The best way to ensure that you feel positive before and during the test is to practise in advance. As you practise and your scores improve, you will prove to yourself that you can be successful in psychometric tests and this will give you the confidence needed in order to tackle the real thing.

Also ensure that you get enough sleep before the day of the test and that you are hydrated and not hungry. It is impossible for your mind to function properly if your body is tired or needs nourishment.

As you go through the test you may encounter questions that appear difficult and complex at first glance. Rather than jumping to the immediate conclusion that you cannot solve the problem and therefore you lack intelligence, calmly read the question bit by bit. The question may not be as difficult as you originally thought, and if you still can’t answer it, at least you will have remained in a positive state of mind ready for the next question.

If it all goes wrong

There are many reasons why people do not score highly in psychometric tests, so poor test results do not necessarily mean you are lacking in ability.

If you have not done well on a test, try to work out what went wrong so that you can put it right for next time. Perhaps your mental arithmetic let you down, so you need to practise this aspect in particular, or maybe you spent too much time answering one question, so next time you will keep better track of time and concentrate on the questions that you find easier.

However, it is worth remembering that aptitude tests do require a logical thinking approach and a quick decision making style. If you are more creative, intuitive and contemplative, your style may not suit this type of assessment. Think about the organisation that you have applied to. If they generally favour logical, decisive people, are you certain that this is the right environment for you? Your creativity may be better suited to a different type of organisation which places value on your innate qualities.

If you have any concerns you can speak to a Careers Adviser.
English language test examples

These tests assess your vocabulary and your accuracy in using English.

1) **Spelling** - circle which is the correct spelling of the words listed below.

<table>
<thead>
<tr>
<th>License</th>
<th>Lisense</th>
<th>Lisence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recieved</td>
<td>Received</td>
<td>Resieved</td>
</tr>
<tr>
<td>Analise</td>
<td>Analyse</td>
<td>Analyze</td>
</tr>
<tr>
<td>Separate</td>
<td>Seperate</td>
<td>Separate</td>
</tr>
<tr>
<td>Persue</td>
<td>Pursue</td>
<td>Pir sue</td>
</tr>
<tr>
<td>Counselling</td>
<td>Councilling</td>
<td>Counseling</td>
</tr>
<tr>
<td>Defenate</td>
<td>Definate</td>
<td>Definite</td>
</tr>
<tr>
<td>Curriculum vitae</td>
<td>Curriculuum Vitae</td>
<td>Curriculum Vitae</td>
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<tr>
<td>Employant</td>
<td>Employment</td>
<td>Employment</td>
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<tr>
<td>Fulfill</td>
<td>Fullfil</td>
<td>Fulfil</td>
</tr>
<tr>
<td>Referred</td>
<td>Refered</td>
<td>Reffered</td>
</tr>
<tr>
<td>Accurate</td>
<td>Accurrate</td>
<td>Acurate</td>
</tr>
</tbody>
</table>

2) **Grammar and punctuation** - correct the grammar, punctuation and spelling in the text below.

I have decided next year to study Education in great detail for my dissertation and study the concerns around boy’s underachievement in school. I have also studed Education and gender and Education and Race, this year which has given me some important insights into the issues surrounding education. I have also completed a volunteering module that allowed me to analyses the workings of a school and to evaluate my experiences here in regard to wider society, for example funding, safety, ofsted and evaluations.

3) **Synonyms** - on every line there is a word highlighted in bold. Choose which of the three words on the same line has the same meaning by circling your choice.

<table>
<thead>
<tr>
<th>Corroborate</th>
<th>Ascertain</th>
<th>Confirm</th>
<th>Prove</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contingent</td>
<td>Aim</td>
<td>Purpose</td>
<td>Group</td>
</tr>
<tr>
<td>Manifest</td>
<td>Obvious</td>
<td>Supreme</td>
<td>Dazzling</td>
</tr>
<tr>
<td>Enigmatic</td>
<td>Compelling</td>
<td>Ambiguous</td>
<td>Unique</td>
</tr>
<tr>
<td>Surreptitious</td>
<td>Secret</td>
<td>Fortunate</td>
<td>Sensuous</td>
</tr>
<tr>
<td>Supercilious</td>
<td>Pompous</td>
<td>Flamboyant</td>
<td>Diligent</td>
</tr>
</tbody>
</table>
Verbal reasoning example

This test looks at your ability to understand and reason with written information. The test consists of a series of passages, each of which is followed by several statements. Your task is to evaluate each statement in the light of the passage, which precedes it, and to tick in the appropriate boxes, following the rules given below.

Read the following passages of text and statements. For each statement say whether:
- The statement is **TRUE** or follows logically, given the information or options contained in the passage.
- The statement is **FALSE** or the opposite follows logically, given the information or options contained in the passage.
- You **CANNOT SAY** whether the statement is true or false without further information.

The test is not a test of general knowledge; base your answers on the information contained in the passage.

**Passage 1**
‘Culture’ is a notoriously difficult concept to pin down. It is all too easy to assume that differences among societies may be attributed to culture per se, with no attempt to delve into reasons which lie behind these differences. Robbins notes that ‘most people are unaware of just how their culture will affect them. Culture is like fish to water. It is there all the time but the fish are oblivious to it.’ This does not mean that culture is an irrelevant concept.

<table>
<thead>
<tr>
<th>Statement</th>
<th>True</th>
<th>False</th>
<th>Cannot say</th>
</tr>
</thead>
<tbody>
<tr>
<td>A) People can be made aware of how their culture might affect them.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B) According to Robbins most people are unaware of the culture they belong to and its impact.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C) Culture is the main reason why there are differences in societies.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>D) Culture is a relevant concept but is impossible to study objectively.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Passage 2**
The business organisation is an open system. There is continual interaction with the broader external environment of which it is part. The systems approach views the organisation within its total environment and emphasised the importance of multiple channels of interaction. Criticisms of earlier approaches to organisation are based in part on the attempt to study the activities and problems of the organisation solely in terms of the internal environment.

<table>
<thead>
<tr>
<th>Statement</th>
<th>True</th>
<th>False</th>
<th>Cannot say</th>
</tr>
</thead>
<tbody>
<tr>
<td>A) Adopting a systems approach can result in an increased awareness of the multiple channels of communication that a business may have.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B) Businesses have a continual interaction with the broader external environment, meaning that they are open systems.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C) Studying an organisation in terms of the internal environment is a useful way to understand its activities and problems.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>D) Understanding the broader external environment of an organisation can enable consultants to resolve problems more effectively.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Diagrammatical reasoning example

This test assesses your ability to think logically and to recognise patterns. Have a look at the diagrams below and then decide whether option A, B or C completes the series.

Diagram 1

![Diagram 1](image1)

Diagram 2

![Diagram 2](image2)

Diagram 3

![Diagram 3](image3)
Numerical reasoning example

Look at the table below and then answer the following questions.

<table>
<thead>
<tr>
<th></th>
<th>Labour costs per 100</th>
<th>Electricity costs per 100</th>
<th>Packaging costs per 100</th>
<th>Raw materials costs per 100</th>
</tr>
</thead>
<tbody>
<tr>
<td>Product A</td>
<td>£54</td>
<td>£25</td>
<td>£5</td>
<td>£18</td>
</tr>
<tr>
<td>Product B</td>
<td>£23</td>
<td>£10</td>
<td>£8</td>
<td>£18</td>
</tr>
<tr>
<td>Product C</td>
<td>£25</td>
<td>£29</td>
<td>£10</td>
<td>£4</td>
</tr>
<tr>
<td>Product D</td>
<td>£40</td>
<td>£50</td>
<td>£4</td>
<td>£45</td>
</tr>
<tr>
<td>Product E</td>
<td>£30</td>
<td>£15</td>
<td>£5</td>
<td>£23</td>
</tr>
</tbody>
</table>

1) What are the production costs per 100 units of product D?

£129 £139 £145 £125

2) Which is the least expensive product to produce?

A B C D E

3) How much would the labour cost be if a company were to order 50 of the most expensive product, 200 of the least expensive product and 100 of all other products?

£275 £469.5 £175 £687

4) If the company produces 600 of each product per 12 weeks, what would the weekly labour costs be?

£86 £344 £226 £43

5) If the company is able to reduce production costs of product A by 10%, what would the new production cost be per 100?

£91.80 £78.60 £112 £87.50
Personality questionnaire examples

Do people know what you are interested in:

A right away or,  
B after they get to know you?

Do you tend to:

A start things early, well before the deadline or  
B last minute, immediately before the deadline?

Do you prefer:

A routine or,  
B variety

Which words in this pair appeals to you?

A theory  
B experience

Situational questionnaire examples

Look at the situations and the 4 responses below. Rank the responses from 1 – 4 according to how you tend to behave in that situation. 1 is the response that you are most likely to adopt and 4 is the response that you are less likely to adopt.

Think about times when you have worked with other people who have had different ideas to you.

<table>
<thead>
<tr>
<th>Response</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>A I listen to the group carefully before putting forward my own ideas. If I am challenged, I usually see the other person’s point of view and amend my idea accordingly.</td>
<td></td>
</tr>
<tr>
<td>B I put forward my ideas and listen to those of other people. I may modify my ideas, depending on their contribution.</td>
<td></td>
</tr>
<tr>
<td>C I forcefully argue to ensure that my view is accepted and is taken forward by the group. I rarely find the need to change my own ideas.</td>
<td></td>
</tr>
<tr>
<td>D I listen to the ideas of others because it is important to acknowledge their point of view and to affirm them.</td>
<td></td>
</tr>
</tbody>
</table>

Think about times when you have been managed by someone else and how you would like to be managed in the future.

<table>
<thead>
<tr>
<th>Response</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>A I like my manager to tell me exactly what to do step by step and to frequently check up on me. That way, I know I’m doing my job correctly.</td>
<td></td>
</tr>
<tr>
<td>B I do what is asked of me and need minimum supervision to continue with my role; once I’ve learnt a routine, I don’t need any more instruction.</td>
<td></td>
</tr>
<tr>
<td>C I prefer my manager to leave me to get on with my work. I don’t need to be told what to do and I can figure things out on my own.</td>
<td></td>
</tr>
<tr>
<td>D I like my manager to give me a broad overview of the team’s main goals and challenges so I can figure out what to do and come up with my own plans and ideas.</td>
<td></td>
</tr>
</tbody>
</table>
Answers

English Language: Spelling

<table>
<thead>
<tr>
<th>License</th>
<th>Curriculum vitae</th>
</tr>
</thead>
<tbody>
<tr>
<td>Received</td>
<td>Employment</td>
</tr>
<tr>
<td>Analyse</td>
<td>Liaised</td>
</tr>
<tr>
<td>Separate</td>
<td>Fulfil</td>
</tr>
<tr>
<td>Pursue</td>
<td>Referred</td>
</tr>
<tr>
<td>Counselling</td>
<td>Accurate</td>
</tr>
<tr>
<td>Definite</td>
<td></td>
</tr>
</tbody>
</table>

English Language: Grammar and punctuation

I have decided, next year, to study education in great detail for my dissertation and to study the concerns around boys' under-achievement at school. I have also studied 'Education and Gender' and 'Education and Race' this year, which has given me some important insights into the issues surrounding education. I have also completed a volunteering module that allowed me to analyse the workings of a school and to evaluate my experiences in regard to wider society, for example, funding, safety, Ofsted and evaluations.

English Language: Synonyms

<table>
<thead>
<tr>
<th>Corroborate = Confirm</th>
<th>Enigmatic = Compelling</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contingent = Group</td>
<td>Surreptitious = Secret</td>
</tr>
<tr>
<td>Manifest = Obvious</td>
<td>Supercilious = Pompous</td>
</tr>
</tbody>
</table>

Verbal reasoning:

Passage 1
A = Cannot say
B = True
C = False
D = Cannot say

Passage 2
A = Cannot say
B = True
C = False
D = Cannot say

Diagrammatical reasoning

Diagram 1 = B, Diagram 2 = A, Diagram 3 = B

Numerical reasoning

1 = £139
2 = B (£59)
3 = £175
4 = £86
5 = £91.80

Personality and situational questionnaires

There are no absolute right or wrong answers for the personality or situational questionnaires. Based in the way you answer the questions, employers will build up a profile of whether you suit the role, team and organisation for which you are being recruited.
Further Information
www.prospects.ac.uk > applications and interviews section
www.targetjobs.co.uk > careers advice > general advice > Interviews
www.workthing.com > career advice > CV writing
The British Psychological society provides information about psychometric testing and a directory of test publishers.

Free online practice tests
Saville and Holdsworth
http://www.shldirect.com/practice_tests.html
(verbal reasoning, numerical reasoning, inductive reasoning, personality questionnaire, motivational questionnaire)

Morrisby Organisation
www.morrisby.com
Includes advice on taking psychometric tests, sample questions and links to other tests.

Psychometric Success
www.psychometric-success.com/
Provides 16 free downloadable aptitude tests in numeracy, literacy, abstract reasoning and special, technical and clerical ability.

Cubik
http://practicetests.cubiks.com/ Provides free verbal and numerical practice tests with instant feedback. Also provides a diagrammatical reasoning practice leaflet.

Keirsey
www.keirsey.com
Provides personality assessments including a free assessment with temperament report.

HumanMetrics
http://www.humanmetrics.com
This fun questionnaire, based on the Jung-Myers-Briggs approach, is extremely unlikely to be used in recruitment, however it can help you better understand your motivations and values and therefore assist in career decision making.

People Maps
http://www.peoplemaps.com/
Provides a free, short personality assessment.

Practice Aptitude Tests
http://www.practiceaptitudetests.com/psychometric-tests/
Practice tests for numerical reasoning, verbal reasoning, diagrammatic reasoning and situational judgement.

Free online IQ tests, puzzles and brain teasers
http://www.psychtesting.org.uk/
Information and services relating to standards in tests and testing for test takers.

www.lumosity.com/
Provides a series of games to improve your mental agility and speed.

www.mensa.org.uk
Site includes a series of free brain teasers.

Reference books
We have a wide selection of books on Psychometric Tests in the Careers Centre which include all include a selection of aptitude and personality tests.

Practice Psychometric Tests, Andrea Shavick, How to Books, Oxford, 2005


Workshops

We run workshops on Psychometric Tests. Check our latest events programme at www.wlv.ac.uk/careers and book a place online. If you are one of a group of students who would all like help, why not contact us about organising a session just for you, or ask your tutor to arrange it with us for you?

See a Careers Adviser

If you have any further questions, see the duty adviser in the Careers Centre on MD Concourse from Monday to Friday ~11:00am – 4:00pm, term time and from 1:00pm – 4:00pm during vacations. Special arrangements operate at other campuses. Ring 321414 for details.