PSYCHOMETRIC TESTS

## Careers and Employability Service

What are psychometric tests?

Psychometric testing is the term used to cover the types of tests that employers use to test your skills and personality to see if you are the right fit for the role they are advertising. They are often used early on in the application process for graduate roles and they can be repeated as part of an assessment centre day. The most common tests are maths and verbal reasoning. You could also come across logical, diagrammatical or situational judgement tests when applying for roles, amongst other tests.

Will I have to take these tests?

It depends on what you want to apply for. If you want to work for a large employer, particularly on a graduate scheme or placement year, then it is very likely that you will have to take these tests.
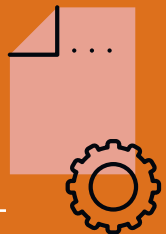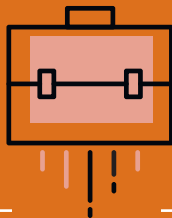
How hard are they?

They tend to be at GCSE level, but lots of people do fail them! Why?

Unfamiliarity Sometimes you can be tested on something that you haven't practiced in a while, for instance, you may need to complete a numerical test even though you haven't used maths at university.

Pressure The tests tend to give you a limited amount of time to complete a certain number of questions and this can panic some candidates into rushing answers or losing concentration. The best remedy to this is to practice, some people even choose to hide the on-screen timer with a sticky note to help them relax!

Not being prepared Often, candidates are not prepared for tests when they start making applications. It is very common for employers to email you your link to complete the tests shortly after you have made your initial application. The tests often come with a short deadline, which means you may not have enough time to practice before completing the real thing.

What score do I need to pass?

Nobody knows! The employer will normally set a pass rate depending on the job you are applying for. Imagine the employer was advertising two roles, one which involved a lot of maths and one that only involved a small amount of simple maths. The employer may send the same maths test to both groups of candidates but set the pass rate at 80% for the first role but only 60% for the latter. This means that you shouldn't worry too much about answering every single question if you are struggling with one, just like when you were in school, skip ahead to other questions if you can and focus on the ones that seem easiest to you.
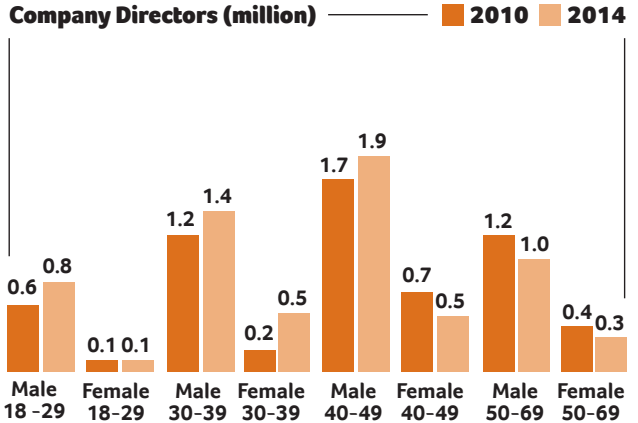
What do they look like?

Question 1 of 20

Company Directors (million) — ■ **2010** ■ **2014**

**Time remaining
for test : 23:47**

**In what age group were
at least 25% of directors
female in 2014?**

A. 18–29
B. 30–39
C. 40–49
D. 50–69
E. None

Male 18–29	Female 18–29	Male 30–39	Female 30–39	Male 40–49	Female 40–49	Male 50–69	Female 50–69
0.6 / 0.8	0.1 / 0.1	1.2 / 1.4	0.2 / 0.5	1.7 / 1.9	0.7 / 0.5	1.2 / 1.0	0.4 / 0.3

The above is a typical question from a **maths** psychometric test. Note that the maths question is linked to work related information and you need to carefully read the graph.

Question 14 of 23

Time remaining for test : 18:23

There is general consensus that all employees should have the right to strike.

A. True
B. False
C. Cannot say

In a **verbal reasoning test** you will likely need to read a large body of text and show that you have properly understood it in your answer.

The right of those working in the public sector to strike splits opinion. Many private sector workers are of the opinion that the cost to tax payers and the consequences of delays or closures in services outweighs any benefit that may be achieved through industrial action. In addition to this, public sector employers have been criticised for their inability to prevent their workers from striking since it is the responsibility of government to provide a vital aspect of day-to-day life. An example of this can be seen in the transport industry, where severe delays can have a knock-on effect on the functioning of other industries, both public and private. Unions should be encouraged to find a less disruptive way of settling disputes, and it is said by some that unions in the public sector shouldn't exist at all. But then how would the voice of the employee be heard if there were no union, or at least one which is taken seriously?

Time remaining for test : 14:53

What comes next in the sequence?
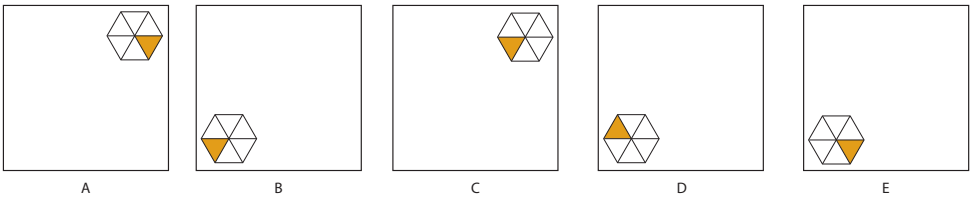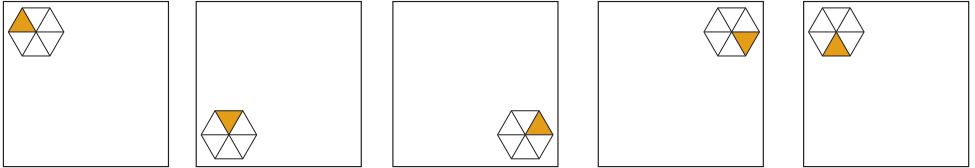
As you can see, in a **logical or diagrammatical** reasoning test you will need to search for patterns on the page. You can improve your ability to do these tests by completing puzzles in your spare time, you could even download a puzzle game on your phone and say that you are working on your employability!

Answers

Maths Example:
You need to add together the male and female numbers per age group and then divide them by the female figure. You then convert the result from a decimal to a percentage. The correct answer is B.

Verbal Reasoning Example:
The correct answer is B. False, as the text states that this 'splits opinion.'

Logical Reasoning Example:
The correct answer is B as the hexagons move counterclockwise around the square at each point in the sequence whilst the coloured segment moves one place clockwise at each point in the sequence.

**This publication is also available online – should you
like to have it in an alternative format please contact us.**

Careers and Employability Service

Website: hud.ac/careers

/Hudunicareers
@HudUniCareers
@HudUniCareers