# Psychometric Assessment Guide

## What are psychometric assessments?
They are tools used to assess various individual factors (personality, values, motivations, abilities) that predict behaviours and outcomes (job performance) in various circumstances (different jobs). Other tools include interviews, work-sampling tasks, case-studies, group-activities, and reference checks.

## Why do employers use psychometric assessments?
Choosing the right person for the job has long been a problem that many employers have struggled to address. Poor selection may have disastrous consequences for both the employee and the organisation.

From the organisation's perspective, the cost of hiring and training an inappropriate candidate can be very high in terms of lost productivity and revenue, reduced efficiency, increased absenteeism, reduced morale, the cost of the selection process itself and the cost of retraining new personnel.

From the employee's perspective, being selected for the "wrong" job may have consequences ranging from loss of motivation, reduced job satisfaction, increased work stress, failure to progressin their career, to mo

# Overview of different assessment types

## Personality assessments

## Ability assessments

The underlying goal of general ability assessment is to assess potential candidates in terms of

## Abstract reasoning samples

This is a test of skill at finding similarities and differences in groups of patterns. All the patterns in Group A are related to each other in some way. All the patterns in Group B are related to each other in some way.

*Indicate whether each pattern in boxes 1-5 belong to Group A, Group B or neither group.*
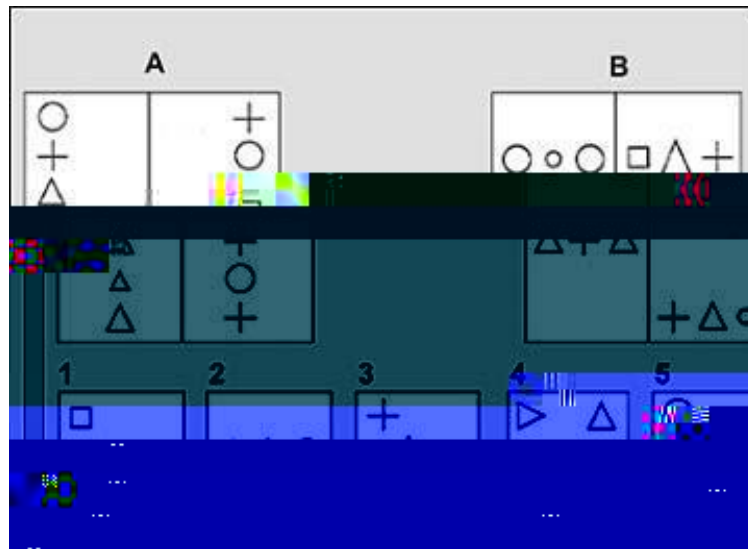


Source: Psychometric
Testing at New Monday

*Below you will see a series of diagrams, each following a logical sequence. Nominate from the options at right, which one logically completes the sequence on the left.*



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# Verbal reasoning samples

The test consists of a series of short passages of text, each of which includes a number of statements intended to convey information or persuade the reader of a point of view.

Each passage is accompanied by four statements relating to the information or arguments it contains. Assume that what is stated in the passage is true - even if it contradicts what you know or believe to be the case in reality - and decide for each statement whether, on this assumption, it is true or false, or whether you cannot tell and need more information.

*The definitions are:*

True    This statement is already made in the passage, that it is implied by or follows logically from a statement or statements made in the passage.

False    This statement contradicts a statement made in, implied by, or following logically from the passage.

8Vc i tell    This means that there is insufficient information in the passage to draw firm conclusions about the truth or falsity of the statement.

Source: ASE-Solutions

| | |
|---|---|
| In recent years it has become clear that man's use of fossil fuels is likely to have a major impact on the world's climate. As a result of this, increased concentrations of 'greenhouse' gasses such as carbon dioxide and methane will lead to global warming – an overall small increase in average temperatures whose impact is difficult to predict. Whilst some scientists predict melting of the polar ice caps, and so a rise in sea levels,others think this will be balanced by increased precipitation at the poles. | |
| If we go on using fossil fuels at the present rate, we must expect climatic change. | True \| False \| Can't Tell |

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## Numerical reasoning samples

These tests may take a form like the verbal reasoning test above, where information is presented in text, graphs, charts, etc., followed by statements. You must indicate whether the statements are true, false, or choose between options. For some questions you will need to complete a calculation and rely on your mathematical knowledge to correctly work out the answer.

Sample questions include:

Q1) What number comes next in the following sequence?

16, 8, 4, 2, 1, 0.5, 0.25, _____

Q2) A car travels 40 metres in 0.2 seconds. If it continues at the same speed, how many metres

## Motivation/values questionnaires

These questionnaires investigate those aspects of work that hold most importance for you. They are designed to uncover your preferences, such as work style, environment, desire for development, or preferred level of responsibility. The underlying notion is that employees will gain greater satisfactionif they are placed in a work situation that keeps them enthusiastic and motivated.

*Typical characteristics of Motivation/Values questionnaires:*

They are generally un-timed although quite short to complete (10-30 minutes)
There are no right or wrong answers
They are usually forced choice format (multiple choice) or 5 to 7-point scale responses.
Your first or "gut" response is usually the right one

## Interest/belief inventories

Interest inventories are used to explore your level of interest in particular aspects of work or occupations, beliefs surrounding your work preferences and work-life. They are frequently utilised in Career Counselling and one or all these tools may be used in selection and recruitment settings.

*Typical characteristics of interest inventories include:*

- There are no right or wrong answers
- Untimed and quite short (approximately 30 minutes)
- Often presented as card sorts, checklists, or questionnaires
- Asked as