



A GUIDE TO PSYCHOMETRIC TESTING



Why and when should you use psychometric testing? If you have been considering introducing your team to some form of psychometric testing or including it as part of your recruitment process then this guide is for you. There are many different types of Psychometric testing available, but how do you know what is right for you?

This guide lays basic guidance on the ins and outs of psychometric testing in an easy to understand format.

WHAT IS A PSYCHOMETRIC TEST?

The British Psychological Society's definition of a psychometric test is: 'a psychological test is any procedure on the basis of which inferences are made concerning a person's capacity, propensity or liability to act, react, experience, or to structure or order thought or behaviour in particular ways.'

Psychometric tests try to provide objective data for otherwise subjective measurements and include the following:

- Personality profiles.
- Reasoning tests.
- Motivation questionnaires.
- Ability/aptitude assessments.



WHAT ARE PSYCHOMETRIC TESTS USED FOR?

- Selection of candidates for roles/jobs.
- Personal development/identification of training needs/staff development.
- Careers guidance.
- Building and developing teams.
- Graduate recruitment.
- Filtering out candidates when there are large numbers of applicants.

WHY USE PSYCHOMETRIC TESTING?

Unlike facets such as education, skills, experience, appearance and punctuality, the behavioural traits and personality of a candidate can be much more difficult to assess during an interview. Traits such as personality, intelligence, attitude, and beliefs are important characteristics to measure and assess. Whether you're hiring people, helping team members understand themselves and their relationships with others, or trying to figure out what you want to do with your life, it's useful to assess these types of "hidden," less obvious attributes. One way to gather this information is through psychometric tests.

THE ADVANTAGES OF PSYCHOMETRIC TESTING

This is the bit most people forget to give enough time to, so don't get caught out. Just like when you're going into an exam, feel confident that you can field any question they throw at you, and try to feel as good about yourself as you can. It shines through.



THE ADVANTAGES OF PSYCHOMETRIC TESTING

OBJECTIVITY

Psychometric tests can help to make personnel and career-related assessments more objective by dramatically removing bias.

TIMESAVING

These tests also save a great deal of time. They're typically very easy to administer, and some can be given to a group of people easily. Psychometric tests are also easily scored, so results come back quickly and reliably.

ONLINE TESTS

Many tests can be completed using software programs, and some can even be completed online. This, again, provides a time advantage, and it can reduce costs significantly compared to other methods. People can take the tests from anywhere, and the results are accurately scored each time.

CLARITY

They provide a robust framework and structure.

TRAINING IDENTIFICATION

The tests can identify if employees require training.

EQUALITY & FAIRNESS

Tests are standardised so that all individuals receive the same treatment.

JOB ANALYSIS

Encourages job analysis to identify appropriate skills and abilities. This helps to ensure that candidates for a position are assessed on skills only relevant to the job.



WHAT DO THEY MEASURE?

1. APTITUDE TESTS

This measures how people differ in their ability to perform or carry out different tasks (these are the type you are most likely to find at the first stage of a selection process).

2. INTEREST TESTS

This measures how people vary in their motivation, the direction and strength of their interests, and their values and opinions (these are less likely to be used on new graduates but are sometimes).

3. PERSONALITY TESTS

This measures how people differ in their style or manner of doing things, and in the way they interact with their environment and other people (personality).

WHICH ONE SHOULD YOU USE?

Whereas aptitude tests measure your maximum performance capacity, the other tests examine typical or preferred behaviour.

There are various techniques, tools and methods that are available for use in businesses. Contact us today and we can talk through your businesses requirements and the options and techniques available to you and which would most suit your requirements.





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HOW WE CAN HELP!

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0203 538 5311 HELLO@HRREVOLUTION.CO.UK WWW.HRREVOLUTION.CO.UK

@HRRevolution HRRevolution.co.uk @hrrevolutionltd hr-revolution