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# Psychometric Tests

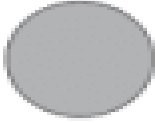


UL Careers Service



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# What we are going to look at today ?

- What are psychometric tests ?
- Who uses them?
- Why are psychometric tests used?
- When are psychometric tests used?
- How to prepare
- Links to practice tests

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# What are psychometric tests?



- They are designed to see if you are a good fit for the job you are applying for
- Measure your abilities, behaviours and characteristics

Skills Tests  
(Ability & Aptitude)

Personality  
Assessments  
(Motivation &  
Attitude)

Psychometric  
Tests



- Numerical
- Verbal
- Abstract

Personality Types & Traits

Situational judgment tests

## Who uses them\*?

- Public Appointments Service
- HSE
- Kerry Group
- Bank of Ireland
- HSBC
- Central Bank
- AIB
- Stryker
- SIG
- Jaguar
- EY
- Musgrave
- Enterprise Ireland
- Vodafone
- KBC
- Barclays
- Lloyds of London
- Barclays
- Northern Trust
- BDO
- Deloitte

\* List is not exhaustive

# Why Are Psychometrics Used?

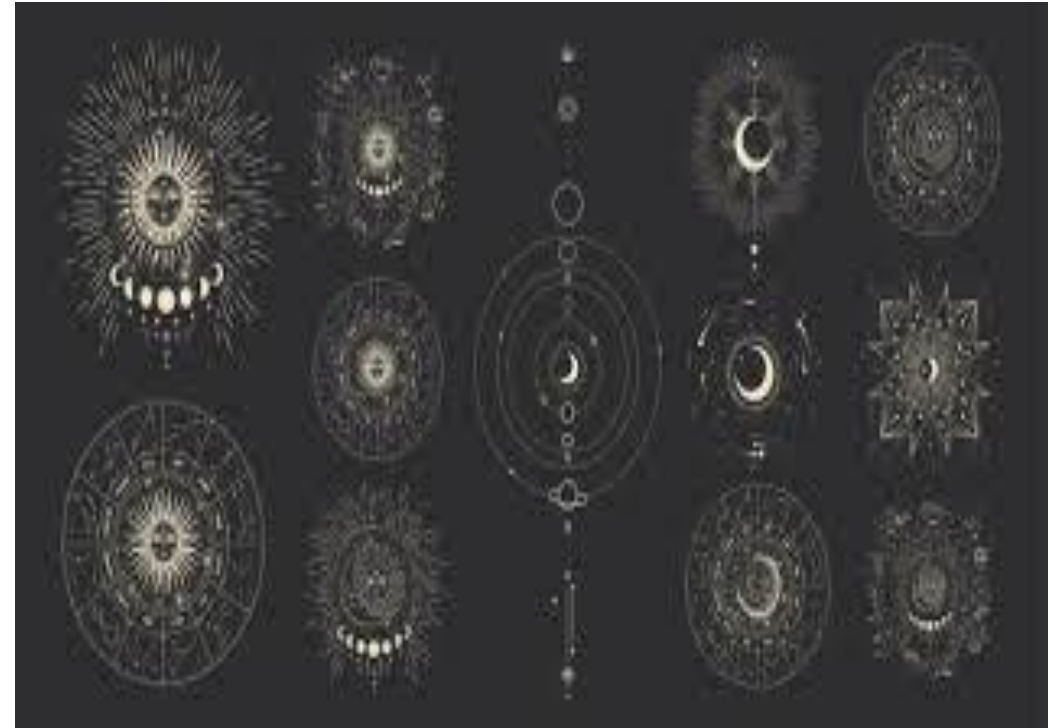
If you apply for a place on a graduate scheme with a big graduate employer, chances are you'll be asked to take psychometric tests.

A recent study (Bradley et al, 2019) found that candidates who do not practise assessments, tend to fail at the first hurdle of psychometric assessments (54%-84%). This study looked at the Top 100 global employers.

- Good at measuring things that interviews and CVs are not – aptitudes and behaviours
- More objective than human judgment
- Measure potential of people with limited relevant experience
- Very useful in fairly and efficiently screening **large volumes**

# When are Psychometric Tests Used?

- At different stages of the recruitment process
- As part of the initial application process
- After the screening process
- On the assessment day



# Tests - tactics

- Follow instructions carefully & **complete practice tests**
- Make sure you understand answers to example questions
- Work quickly and accurately if being timed
- Skip questions if you are stuck and go back and answer them if you have time at the end
- Mark your best choice but avoid wild guessing if you are not sure
- Tests often not designed to be completed
- Score = correct answers in time allowed
- Make sure you have a watch/timer to hand





# Numerical Tests

## How to prepare

- Remind yourself of the basics of mathematics, such as percentages, ratios, fractions, currency conversions etc.
- Read the financial section of newspapers. It will help familiarise you with financial and numerical information
- Practise doing maths puzzles.
- Take a practice test to help you get used to the format and time pressure
- Check if you are allowed to use a calculator or not – if not practice without one



# Verbal Reasoning Tests

## How to prepare

- Read newspapers, journals, reports and books
- Take a practice test
- Practice solving verbal reasoning puzzles for example crosswords or word finding games
- Practice reading passages of information and summarising the key points

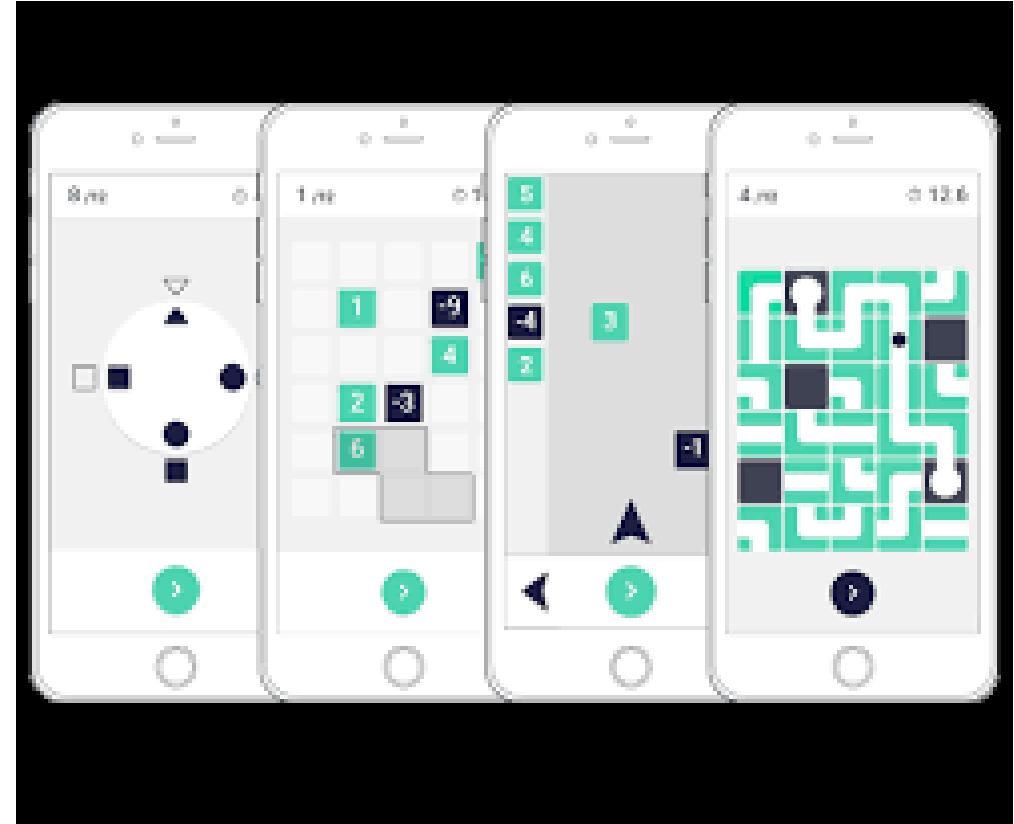


# Situational Judgment Tests

- Situational Judgement tests present you with various 'scenarios' and you are asked to judge which from a number of possible options is the most effective or most appropriate way to respond in that situation.
- Read each scenario carefully and then decide which of the alternative courses of action you think would be the most effective/appropriate and which would be the least effective/appropriate.
- Research the organisation and read the job description/ person specification thoroughly to help you understand the competencies needed for the job and what the organisation expects

# Gamified or Game Based Assessments

- Combine traditional psychometric assessments with game based elements
- Are thought to provide useful insights into an applicants personality and cognitive processes
- Designed to be more engaging and interactive
- Can feature 'dynamic' questions and situations, where employers can observe a candidates behaviour in action and can collect data ( memory, response time, how risk averse you are
- Ask recruiter which tests you will be taking
- Complete practice tests beforehand

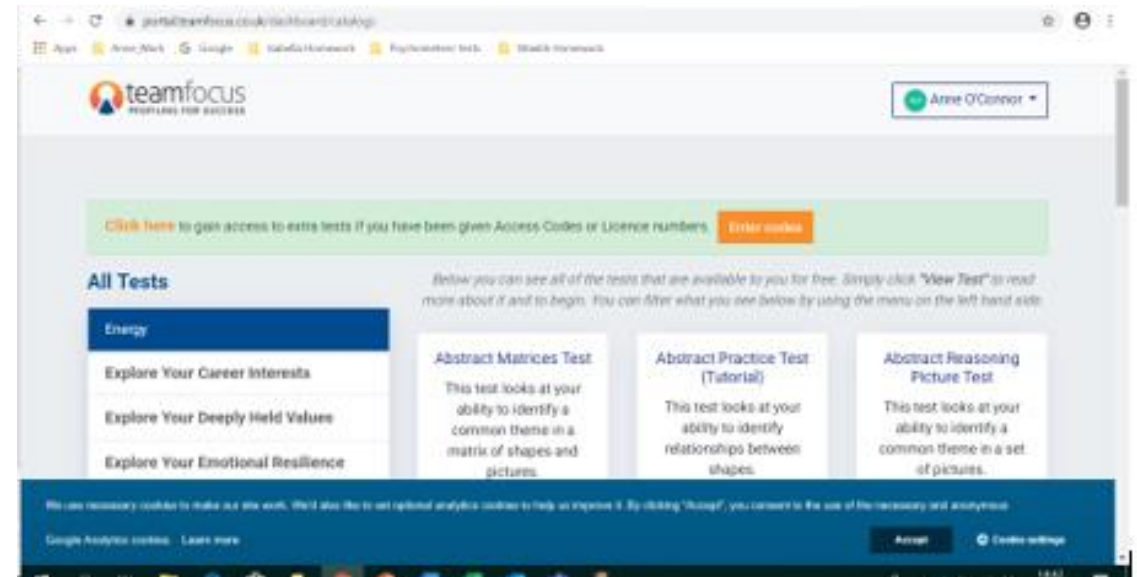


# Free Practice Tests available on TeamFocus

<https://www.teamfocus.co.uk/establishment/university-of-limerick/>

Access to free tests is based on using your university email

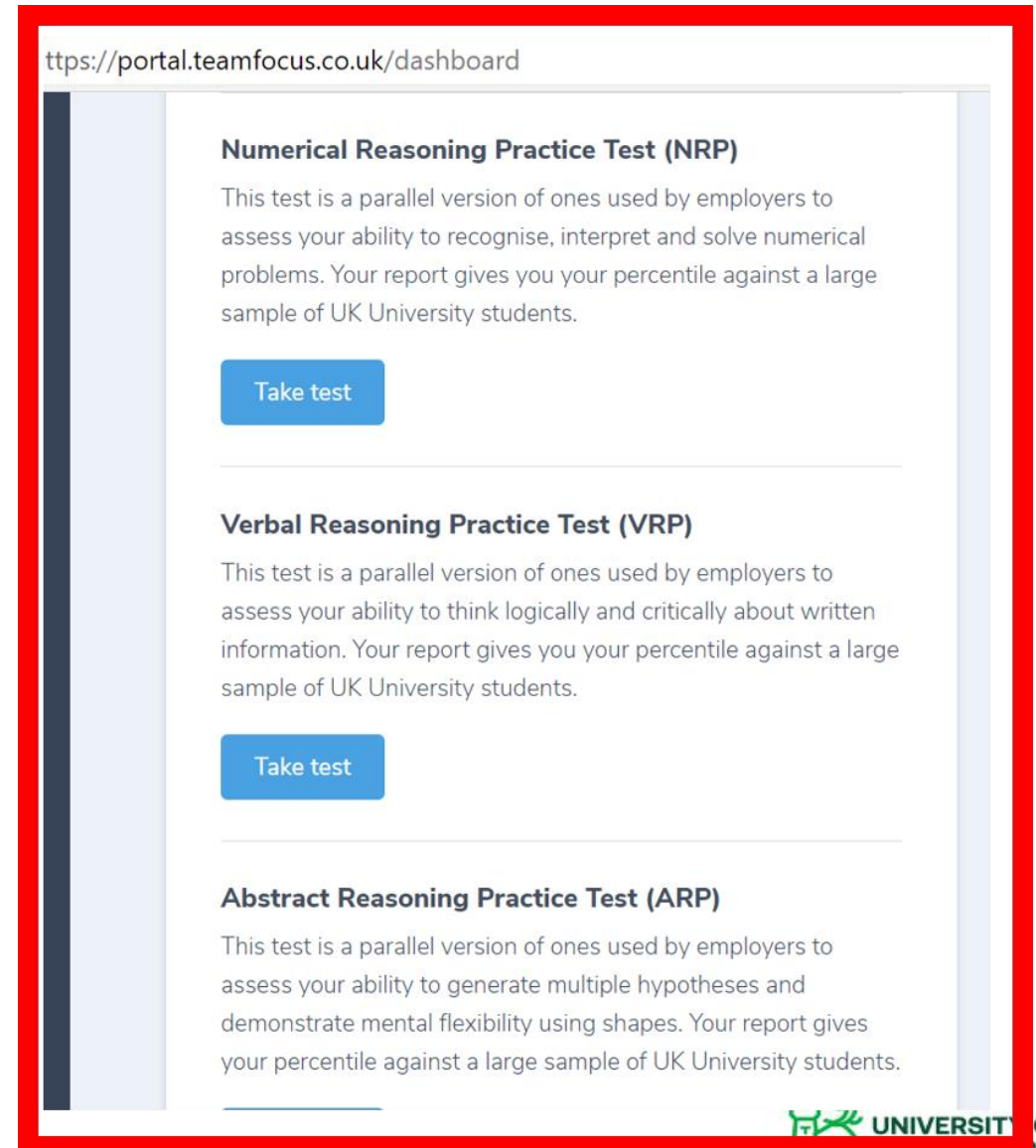
- Numerical
- Verbal
- Abstract
- Situational Judgement Test
- Type Dynamics Indicator
- Resilience Scale
- Values-based Indicator of Motivation
- EI Questionnaire Plus
- Learning styles Indicator
- Career Interest Inventory



# How to access the tests on the TeamFocus website

1. Numerical Reasoning Practice Test
2. Verbal Reasoning Practice Test
3. Abstract Reasoning Practice Test

- In the TeamFocus website under ‘Browse our Tests’: [University of Limerick | Team Focus](https://portal.teamfocus.co.uk)
- Click on ‘Thinking’
- Go into ‘**Real Practice Corner**’
- Click on ‘Reasoning Practice’
- Complete the three tests
- There is also a ‘**Tutorial Corner**’ which will help you prepare for the tests, but you **won’t** get a report on these.
- You have to complete the tests in the ‘**Real Practice Corner**’ to get a PDF report.



https://portal.teamfocus.co.uk/dashboard

**Numerical Reasoning Practice Test (NRP)**  
This test is a parallel version of ones used by employers to assess your ability to recognise, interpret and solve numerical problems. Your report gives you your percentile against a large sample of UK University students.

[Take test](#)

**Verbal Reasoning Practice Test (VRP)**  
This test is a parallel version of ones used by employers to assess your ability to think logically and critically about written information. Your report gives you your percentile against a large sample of UK University students.

[Take test](#)

**Abstract Reasoning Practice Test (ARP)**  
This test is a parallel version of ones used by employers to assess your ability to generate multiple hypotheses and demonstrate mental flexibility using shapes. Your report gives your percentile against a large sample of UK University students.

# Useful links for Psychometric assessments

**TargetJobs:** Psychometric tests: what they are and why graduates need to know. Includes free practice tests <https://targetjobs.co.uk/careers-advice/cvs-applications-and-tests/psychometric-tests-what-they-are-and-why-graduates-need-know>

## Gamified Assessments

**Assessment Day** – Gamified Assessments <https://www.assessmentday.com/gamified-assessments.htm>

**Test Partnership-** try some practice gamified assessments [MindmetriQ Gamified Assessments | Test Partnership](#)

**Gradcracker-** Gamification in Graduate Recruitment <https://www.gradcracker.com/career-centre/career-coach/4/online-tests/527/gamification-in-graduate-recruitment>

Thank you