

Psychometric Tests

What are psychometric tests?

Psychometric tests are tests taken to assess your abilities or personality. They include verbal, numerical and abstract reasoning, situational judgement, critical thinking and work simulations (such as in-tray exercises). They typically developed to strict standards, meeting standards for reliability and appropriateness set by the British Psychological Society. The raw scores are converted into results by comparing them to a 'norm group' of similar test takers.

How do recruiters use psychometric tests?

Filtering candidates

Online psychometric tests are a relatively cheap way to assess a large number of applicants, and so they are often used as an early stage in the recruitment process, where the results could be used to filter candidates before inviting a more manageable number to interview or assessment centre. They could be used alongside other information in the application, or on their own.

Assessment centre use

Psychometric tests are also sometimes administered at assessment centre, either to provide a check on the honesty of the test taker, or to add more detail to the profile of shortlisted candidates.

Top tips for taking psychometric tests

1. Don't let the real test be the first one you take: **use practice tests!**
2. Be clear on what the test is assessing and un-rust any rusty skills (free GCSE Maths prep sites online are often helpful for the numerical ones)
3. If you have a disability, contact the recruiter in advance if you need to request any adjustments (you may be asked to advise on what adjustment most suitable)
4. Test taking technique can be learnt through practice, in particular:
 - i. Using the time wisely – many tests require you to work faster than you think.
 - ii. Understanding the instructions
 - iii. Familiarity with the scoring method (is it negative scoring for those you get wrong?)
 - iv. Navigating the online test system
5. Get the environment right: make sure you are alert, won't be interrupted, have a reliable internet connection and a device you can work on quickly (i.e. not your phone!)
6. **Read the instructions!** For example, some verbal reasoning tests and critical thinking tests look quite similar, but might ask you to bring your wider knowledge into consideration when answering, OR to rely only on the information provided. Make sure you're clear about what you're being asked to do.

7. Don't panic if you get some answers wrong! If it was easy to get them all right, they wouldn't be useful for competitive recruitment.

Free practice tests

Situational Judgement

<https://www.assessmentday.co.uk/situational-judgement-test/#.VjdR1bfhCUk> (60 minute max)

Numerical Reasoning

<http://www.reading.ac.uk/careers/rdg-only/sh/> - 16 minutes (plus practices)

<http://www.reading.ac.uk/careers/resources/onlinecareers/> -> My Career -> Aptitude tests (4 minutes or 35 minutes)

<https://www.assessmentday.co.uk/numerical/Free/NumericalTest1/index.html> (30 min, two tests)

<http://www.cubiksonline.com/cubiks/practicetests/linkpage.htm> (5 minutes)

<https://www.talentlens.co.uk/practice-aptitude> (30 minutes)

<http://www.psychometric-success.com/downloads/download-practice-tests.htm> (10-20 minutes, 4 tests)

Verbal Reasoning

<http://www.reading.ac.uk/careers/rdg-only/sh/> - 16 minutes test (plus practices)

<http://www.reading.ac.uk/careers/resources/onlinecareers/> -> My Career -> Aptitude tests (many, between 5-10 minutes each)

<https://www.assessmentday.co.uk/verbal/Free/VerbalReasoning1/index.html> (25 or 20 minutes)

<http://www.cubiksonline.com/cubiks/practicetests/linkpage.htm> (5 min)

<http://www.psychometric-success.com/downloads/download-practice-tests.htm> (10 -20 minutes, 5 tests)

Abstract/Inductive Reasoning

<http://www.reading.ac.uk/careers/rdg-only/sh/> - 16 minute test (plus practices)

<http://www.reading.ac.uk/careers/resources/onlinecareers/> -> My Career -> Aptitude tests (20-30 minutes)

<https://www.assessmentday.co.uk/inductive/Free/InductiveTest1/index.html> (25 and 12 minutes)

<https://www.assessmentday.co.uk/diagrammatic/free/DiagrammaticTest1/index.htm> (25 minute)

<https://www.assessmentday.co.uk/diagrammatic/free/DiagrammaticTest2/index.html> (18 mins)

<https://www.assessmentday.co.uk/logic/free/LogicalReasoningTest1/index.html> (15 questions, with 70 seconds per question)

<http://www.psychometric-success.com/downloads/download-practice-tests.htm> (20 min, 2 tests)

Access this page and more coaching topics at reading.ac.uk/careers/resources

COMPETE for success

Critical Thinking

<http://www.reading.ac.uk/careers/resources/onlinecareers/> -> My Career -> Aptitude tests (Deductive reasoning – 20 minutes)

<https://www.assessmentday.co.uk/watson-glaser-critical-thinking.htm> (5 sections, 30 mins max per section)

<https://www.talentlens.co.uk/practice-aptitude> (80-minute maximum)

In-Tray

<http://www.reading.ac.uk/careers/resources/onlinecareers/> -> My Career -> Aptitude tests (45 minutes)

<https://www.assessmentday.co.uk/in-tray-exercise.htm> (90 minutes, PDF)

Clerical Skills

<http://www.reading.ac.uk/careers/resources/onlinecareers/> -> My Career -> Aptitude tests (Checking, speed, accuracy – 2 minutes each)

<http://www.psychometric-success.com/downloads/download-practice-tests.htm> (5-15 minutes, 2 tests)