

# CAREER >> MATTERS

## Recruitment Testing

*“I’m about to graduate and all the roles I apply for include aptitude assessments – how do I get ready for these?”*

Breathe! A lot of recruitment agencies and organisations use aptitude testing/behavioural assessments as part of their selection process. It’s nothing to get stressed about...here’s some information to help you understand the process and get prepared.

A psychometric assessment/aptitude test (these names all mean the same thing) is a tool that measures your mental aptitude, ability or behavioural preferences:

- A **Cognitive Aptitude** assessment measures what you CAN DO, for example maths comprehensive, abstract reasoning, verbal comprehension (under time constraints). These are scored and obviously there is a right or wrong answer.
- A **Personality Assessment** measures what you WILL DO, i.e. how do you see yourself, how would you respond in a certain situation. These are not ‘scored’ as there is no right or wrong answer, but your answers will be compared to a ‘success profile’ which is a certain type of personality profile that the organisation believes will succeed in that type of role.

These assessments above can be valuable in recruitment and can also be used for personal development in the workplace. They shouldn’t be feared, and they can often take personal bias (of the recruiters) out of the recruitment process. Some organisations also use game-based assessments to test your hand-eye coordination and decision making, such as Aurecon.

Who uses these assessments? Government agencies, large corporates, competitive roles (e.g. Lawyers, Accountancy roles) and in high pressure roles (e.g. Sales, Call Centres).

If a job ad states that aptitude assessments are part of the process, you CAN ask what they will be – cognitive or personality – so that you can be prepared.

### ***How can I prepare for these?***

- Do some practice tests: you could have a look at [psychometricinstitute.com.au](http://psychometricinstitute.com.au) or [psychometricsuccess.com](http://psychometricsuccess.com) or [practiceaptitudetests.com](http://practiceaptitudetests.com) or [savilleassessment.com](http://savilleassessment.com) or [shldirect.com/en/practice-tests](http://shldirect.com/en/practice-tests). Or Google other examples.
- Get used to being under time pressure for cognitive assessments.
- Get a good sleep beforehand and eat well.
- Do a brisk 10-15 minute walk before a test, to awaken your brain.
- Focus on yourself, not what others are doing.
- Be yourself and don’t overthink your answers, in personality assessments.
- Don’t do the test under self-imposed pressure, e.g. on your phone while waiting for the bus.

If you get the job, ask to see your assessment results, and ask to get some feedback from a qualified person (someone skilled in interpreting assessments) as they can be very helpful in your own personal development. If you don’t get the job, you could also ask, but this might not be possible as they may be the confidential property of the organisation or recruiter.