APTITUDE TESTS - Personality Tests

Why are they used?
These are used in order to determine your typical reactions and attitudes to a range of situations. They ask about your preferences and try to identify how well you get on with others, your normal reaction to stressful situations, or your feelings about the kind of people you like to work with. They assess how you do things whereas ability tests assess how well you perform tasks. They help the selector find out your style and way of doing things. Most organisations will use the questionnaire in conjunction with your application form, interview and other information to make decisions rather than in isolation.

How does it work?
It is unlikely that these questionnaires will be timed or indeed have right or wrong answers. Do not let this lack of exam conditions fool you - some employers will know precisely what they are looking for in terms of an ideal Personality Profile, and it is up to you to meet their expectations. Don't think too long about your answers, as your first reaction to a question is often the most accurate.

How should I answer?
It is unwise to try to fake the answers - these questionnaires usually have some type of internal checking where the same question is asked with different wording early and late in the test to try to detect dishonest answers. You may also be interviewed about your answers, and dishonesty may be found out during the interview. Ultimately, there is little point in pretending to be the kind of employee a firm is looking for if you are not right for them. Find something else you will enjoy doing!