

## How to Prepare for a Psych Test

Harbour Future Leaders provides psychometric testing for thousands of candidates every year and results have shown that it is a very positive experience for the candidate and the employer alike. Psychometric testing is, however, one piece of the process – interviews, applications, past experience, and reference checking is equally important. Remember that companies that use psychometric testing as part of their recruitment process are investing in their employees from the beginning. They are not only ensuring that they are hiring the right people for the right role, but also learning how to customise induction and early training to help the candidate succeed in the role.

### What is a psych test?

Psychological assessment measures an individual's ability or their skill levels in verbal and numerical reasoning and their potential to learn new skills.

- Aptitude or degree of potential a person has to develop job skills in certain areas of work.
- Interests or preference for certain fields of work and ability to derive personal satisfaction from work.
- Personality to determine how a person will behave in certain situations and how the abilities possessed will be put to use.

### How to prepare:

- Make sure you are well rested and have plenty of sleep the night before.
- Make sure you know the exact location of the testing centre.
- Get your brain into gear by doing crosswords, number games and puzzles in newspapers and magazines.
- If you haven't taken a psych test before or if it's been a while since you have taken a test, take time to have a look at the practice tests:  
<http://www.practicetests.co.uk/Launchtest.asp>
- Don't try to outsmart the test. The questions are designed to ask the same thing several times but in different ways
- Psychometric testing can be a very positive experience that can aid your professional development, so stay calm. HFL or the company will be happy to provide verbal feedback on all your results.
- Your individual profile is made up from relative strengths and weaknesses and it is from the combination of these results that selection decisions are usually made. Therefore being strong in one area and weaker in another, will not necessarily count against you. You may be exactly what the company is looking for!

### On the day:

- Don't forget to bring your glasses/contact lenses if you wear them
- If you are doing a personality questionnaire, remember that there are no right or wrong answers and it is un-timed. It is best to answer them as open and honestly as possible- they are not designed to "trick you".
- For timed aptitude or reasoning tests, there is usually a right and wrong answer, and it is often best to work as quickly and accurately as possible. These tests are usually looking at your general problem solving ability.