

APTITUDE TESTS AND ASSESSMENT CENTRES

Aptitude Tests and Assessment Centres

Employers may use a range of testing methods for further insight into a candidate's skills, competencies, personality and suitability for the role.

Psychometric assessment

Designed by experts in the field of psychology, psychometric assessments can assess a candidate's abilities, personality, motivations, values and interests under standardised conditions. Many types of assessment are used to help the employer build an overall profile of you and, importantly, how you would be a good cultural fit within their workplace.

Assessments are often administered as online exercises and may be a precursor to, or part of, an assessment centre.

Psychometric assessments typically fall into two categories:

Aptitude test:

Used to measure numerical, logical, verbal, abstract and spatial reasoning, as well as comprehension and job-specific skills.

These tests are usually timed so you may feel a little pressured. Work quickly and as accurately as possible, and don't be surprised if you can't answer all questions.

Personality inventory or motivational fit:

Designed to reveal interests and motivations. The typical format is preferential questions (where you select from a series of choices). There are no correct or incorrect answers; rather, each response contributes to shaping a profile, which is then assessed against the criteria for an employer's ideal candidate.

Emotional intelligence (EI) tools may also be used to identify candidates who possess strong 'emotional competency'.

EI is your capacity to:

- recognise and manage emotions in yourself and your relationships
- use feelings to guide your thoughts and actions
- motivate yourself and others.

Preparing for tests

Prepare for psychometric testing by requesting information such as:

- what sort of tests are conducted and what do they measure?
- how much time is allocated for the tests?
- can a calculator be used in numeric tests?

You should also:

- practice by taking sample tests; practice may speed up your information processing, help you understand the structure of the test and questions and reduce performance slowing anxiety.

There are many free psychometric tests and information on assessment centres online. Here are some sites to get you started:

<https://www.psychometricinstitute.com.au/free-aptitude-tests.asp>

<https://www.practiceaptitudetests.com/>

<https://www.aptitude-test.com/>

<https://www.assessmentday.co.uk>

<https://www.jobtestprep.co.uk/free-aptitude-test>

<https://au.hudson.com/job-seekers/career-advice-1/psychometric-tests/>

<https://gradaustralia.com.au/interviews>

Assessment Centres

Assessment centres are commonly used by organisations throughout Australia, especially for graduate programs. Assessment centres are typically conducted over a day or multiple days.

They can be collections of activities (group and individual) designed to simulate real-world work scenarios and assess various skills such as: teamwork, problem solving and communication.

Common activities may include:

- group discussions or exercises
- case studies
- role plays
- presentations
- interviews

Depending on the discipline, some assessments may incorporate a mix of activities designed to assess both technical skills and general competencies relevant to the graduate role and organisation. Technical assessments could include:

- analysing data sets
- demonstrating proficiency in software tools relevant to their field

Advantages for applicants

Assessment centres are designed to be a fair and inclusive hiring process. Your success isn't determined by a single interview, and allows the opportunity to share your working style and strengths in a variety of scenarios.

Should you secure the position, you may be more confident the position will suit you and that the employer feels you have the potential to advance.

Preparing for your assessment

- if online, ensure you are located in a quiet space and can't be interrupted.
- familiarise yourself with the job description and desired competencies.
- read all test materials carefully and thoroughly.
- research the employer, industry and assessment centres.
- dress as though you're attending a job interview and be yourself.

After the assessment

Whatever the outcome, don't let it undermine your confidence. Even if you are not selected to progress further after psychometric and/or assessment centre testing, you have gained invaluable experience and feedback for next time.

Remember:

- Your results only reflect your performance on the day you were tested (many factors can affect this).
- You're assessed against the needs of one organisation; you won't be viewed identically by all employers, or by the same organisation in the future.
- You've gained valuable practice for next time. Evaluate your performance and any feedback given.
- You may have avoided a position which would not have been right for you in the long term.

JCU Careers Resources

Need more help? Go to [Careers and Employability - JCU Australia](#) for more resources.

- [Discipline Specific Resume Examples](#)
- [Career and Job Search Information](#): Cover letters, LinkedIn Profile tips, Action Verb List, Starting a Business and more.
- [Career Snapshots](#): Course-specific information on graduate opportunities, professional associations, registration requirements.
- [Employability Edge](#): Self-paced modules to assist your career preparation, job search and transition into professional employment.
- [Big Interview](#): Training portal to learn, practice and improve interview techniques and build confidence.
- [Career Ready Plan](#): Build your career with the JCU Career Ready Plan. Maximise your graduate employability and achieve your career goals.

Make an [appointment](#) with the Careers and Employability Team to get assistance with career planning, job search, applications, and interviews.

