Aptitude & Personality (Psychometric) Tests

This guide is part of the Applications and Interviews series. For more guides in the series please visit the website below.

Careers & Employability Service
www.mmu.ac.uk/careers-guides
Topics covered in this handout

- An introduction to on-line aptitude and personality tests.
- Graduate level practice aptitude tests
- A variety of aptitude tests used for different careers
- Personality tests
- Tests used in entry for post-graduate study courses
- Where to find help to improve your scores in aptitude tests
- Sources of further information

On-line aptitude and personality tests

Many graduate employers now use psychometric testing to assess the abilities and personal characteristics of job applicants. It can be very helpful if you practice tests and know what to expect before you have to sit the tests for real. Trying out some of the tests can also help you to identify your strengths and weaknesses and can allow you to consider aspects of your personality and how this might be important in your career choice. Some good FAQ's for test takers can be found at: www.realisepotential.com/FAQTestTakers.html

Graduate level practice aptitude tests

Trying out some of these should give you a good idea of how you are likely to perform on graduate level tests. There is further advice at the end of this handout on how to revise your numerical and English skills if you need to improve your performance.

At the MMU Careers and Employability Service we offer the Graduates First tests: www.graduatesfirst.com/cp/MMU/Default.aspx

These tests include verbal, numerical, logical reasoning, situational judgement and a personality questionnaire.
- After completing each test you will immediately receive detailed, personalised feedback on your performance and tips on how you might be able to improve.
- An important feature of this package is that you can look at fully worked solutions for all those questions that you answered incorrectly.

Kent University careers service www.kent.ac.uk/careers/psychotests.htm
Offers a wide range of tests, both personality and aptitude along with advice from their students who have recently taken tests, particularly from the big graduate recruiters.
SHL www.shldirect.com
SHL offer a range of online practice tests including verbal and numerical reasoning tests and personality questionnaires.

Cubiks practicetests.cubiks.com/
Verbal and numerical practice tests.

Assessment Day www.assessmentday.co.uk
Online community forum offering practice numerical and verbal reasoning tests, but there is a charge.

Psychometric Success www.psychometric-success.com

A variety of tests for specific careers

Financial Careers:
A short guide to trial numerical tests is available at news.efinancialcareers.com/uk-en/17246/a-short-guide-to-trial-numerical-tests/

Computer Programming:
www.psychometrics-uk.com
Aptitude tests used in recruitment of computer programmers.

Careers in the Civil Service:
E-tray exercise from Civil Service Fast Stream www.faststream.gov.uk
Click the ‘How do I apply’ link for access to the practice e-tray exercise. This is an example of a work simulation test rather than a psychometric test, and is specific to the Civil Service.

Careers in advertising and PR:
Institute of Practitioners in Advertising www.diagonalthinking.co.uk
This assessment tests linear and lateral thinking and may be used in recruitment to the advertising industry. It is aimed to help you understand whether a career in advertising might suit you.

Buying and Merchandising Numeracy support:
www.retailhumanresources.com/job-seekers/numeracy-tests

Pre-entry professional skills tests for teacher training:
www.education.gov.uk/get-into-teaching/apply-for-teacher-training/skills-tests
Passing these tests is now required before you can train to teach, so taking the practice tests is strongly advised.

Personality tests

Personality tests are used to discover your typical reactions and attitudes to a range of situations. These questionnaires don’t usually have right or wrong answers and are not timed. However, employers who use them will know the profile of their ideal candidate. It is generally best not to try to
second-guess what the employer wants. Your first reaction is likely to be the best one. Do you really want a job that doesn’t suit your personality?

The Enneagram Test www.9types.com/
The Keirsey Temperament sorter www.advisorteam.com/user/ktsintro.asp
Muscle Diagram Indicator www.teamtechnology.co.uk/mmdi-re/mmdi-re.htm
People Maps www.peoplemaps.com
Personality Test Centre www.personalitytest.net
Psychology Today www.psychologytoday.com/pto/self_tests.php
The Barbarians online test page www.wizardrealm.com/tests/
The Institute of Psychometric Coaching www.psychometricinstitute.co.uk

Testing for entry to courses of further study

GMAT www.gmat.org MBA entrance test used by business schools.
GRE www.ets.org American university entrance tests.
UKCAT www.ukcat.ac.uk Entrance test required for Medicine and Dentistry.

Numerical skills

The level of mathematical knowledge required to succeed in employer Numerical Reasoning Tests is rarely above GCSE level. We would however strongly recommend that you refresh these skills.

- Improve your Numeracy is a workbook (with answers) to help you revise areas of numeracy (decimals, percentages etc.): http://tinyurl.com/improveyournumeracyworkbook
- A range of extra numerical online resources is available from mathcentre www.numericalguru.com/tips-and-advice-for-test-preparation
- Advice on how to improve your scores from the Psychometric test institute: tinyurl.com/improveyournumericaltestscore
Verbal reasoning skills

For advice on how to improve your scores: www.graduatewings.co.uk/verbal-reasoning/

For practice with supporting explanations www.kent.ac.uk/careers/tests/verbaltest.htm

Further Information
Psychometric Test Centre (British Psychological Society) www.psychtesting.org.uk

Prospects www.prospects.ac.uk/links/onlinetests

We hope you found this guide useful. The Careers & Employability Service offers a wide range of support to help you make a career choice, prepare for your future, improve your employability skills and find employment.

Did you know?
- MMU students can use the Careers & Employability Service throughout your time at university and up to 3 years after your course finishes.
- We offer drop-in advice and bookable appointments in Manchester and in Crewe.

Explore our extensive website and the full range of career guides at www.mmu.ac.uk/careers/guides

Contact us:
Manchester: 0161 247 3483   Cheshire: 0161 247 5326
Email: careers@mmu.ac.uk