

# How Not To Go Psycho Over Psychometric Tests!

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Sept. 26, 2014

Launch Pad Job Club



This is an interactive talk with prizes...

## **Mediterranean Festival Tickets**

Friday, Sept. 26: 6 to 11 PM and

Saturday, Sept. 27: 12 – 11 PM

Please volunteer when asked and raise your hand when you think you know the answers to questions. First to correctly answer all questions on the slide wins!

# A Cautionary Tale



- The last time I took an psychometric employment test was 1982. I scored in the mid-90% range.
- This year I took a psychometric employment test. I scored in the 60% range. Ouch!
- Why? I wasn't prepared. %@#\$%!#@
- Today I am going to talk about how you can be prepared to do you best on psychometric tests.

# There Are Two Types of Psychometric Tests

## 1. Personality Tests

- The questions may seem similar to the popular Myers-Briggs personality test but these are more focused on behavior in common job situations

## 2. Skills Tests

- These are more like the PSAT, SAT, TAKS and STAAR tests. They measure verbal, math and reasoning skills.
- Some employers may also require you take a test on specific job skills such as coding in a particular computer language or use of machine shop tools.

# Some of the Popular Personality Tests Used by Employers are...



- Dominance, Influence, Steadiness, Conscientiousness (DISC) – a four quadrant behavior model that assesses behavior in certain situations
- The Sixteen Personality Factors (16PF) – measures 16 traits including broader and secondary traits
- Caliper Profile – measures 25 personality traits related to job performance
- California Psychological Inventory – measures social skills, intellectual flexibility and interests

# Tips for Personality Tests

- Most importantly - be yourself and do not give fake answers based on what you believe they are looking for! These tests ask different questions aimed at assessing each personality trait. If you try to fake it you will probably give conflicting responses and you could appear dishonest! So, be yourself.
- Once you are told you will need to take a personality test ask, "which one?"
- If there is time before you take the test, Google it. See if there is a practice test or tips from the testing company. These tips and practice tests may set your mind at ease because you'll know what to expect.



# Skills Tests

- A separate test from the personality test
- Usually timed with more questions than most people will be able to answer
- Generally presented on a computer but sometimes available on paper
- The questions will be very much like those on IQ, SAT, TAKS & STAAR tests
  - Scores can be improved with training, studying and practice (that's why today's teachers spend so much time teaching test taking skills to today's students)
  - If you are told you will be taking this type of test in advance ask, "which one?" Check online for information on the test. You want to know: How is it administered? How many questions? How much time will I have? Will I be at home on my own PC? Can I use pencil and paper? Can I use a calculator?

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I Need 3 Contestants – Come On Down!  
To Compete for a Pair of Med Fest Tickets





# Number Patterns

- What is the next number in the sequence 100, 96.75, 93.5, 90.25, 87  
A) 81 B) 50.4 C) 62 D) 83.75
- Which number is the odd one out 10, 25, 45, 54, 60, 75, 80  
A) 10 B) 45 C) 54 D) 75
- What is the next number in the sequence 1, 1, 3, 15, 105  
A) 954 B) 945 C) 943 D) 949

Answers on the Next Slide

# Number Patterns

- What is the next number in the sequence 100, 96.75, 93.5, 90.25, 87  
A) 81 B) 50.4 C) 62 **D) 83.75** **-3.25**
- Which number is the odd one out 10, 25, 45, 54, 60, 75, 80  
A) 10 B) 45 **C) 54** D) 75 **Not Evenly  
Divisible by 5**
- What is the next number in the sequence 1, 1, 3, 15, 105  
A) 954 **B) 945** C) 943 D) 949  
**1/1=1 3/1=3 15/3=5 105/15=7 945/105=9  
Ratios are odd integers 1, 3, 5, 7, 9**

# Tips for Taking the Test

- Practice can really be helpful!
- Many of these tests are 50 questions to be answered in 12 to 15 minutes
  - That's about 15 seconds per question
  - It is better to skip to the next question than to dwell a minute on figuring out one question if you could answer 4 or 5 other questions in that same amount of time
  - Taking practice tests teaches you the rhythm so you inherently know when you are taking too long to figure out the correct answer

# More Tips for Taking the Test

- Be sure you understand the rules of the test before you start... ask if necessary!
- Especially, you want to know if you must answer a question before you can move on to the next question... if so make your best guess after 15 seconds has passed
- If you are allowed to skip questions, ask if you will get a second chance to try to answer questions you skipped – you may subconsciously figure out a question you skipped while continuing on, or you may find when you read a question again that you misunderstood the question the first time
- If the clock is running out and you have several unanswered questions, a guess is better than no answer... you have a 20 – 25% chance of being right

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# Verbal Skills

- **College** is to **Student** as **Hospital** is to?  
A) Nurse B) Doctor C) Patient D) Ward
- **Race** is to **Fatigue** as **Fast** is to?  
A) Food B) Laziness C) Hunger D) Race
- What is synonym of **Cogency**?  
A) Grace B) Competence C) Prestige D) Force

Answers on the Next Slide

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# Another Good Reason To Practice Test Anxiety

- Some of us panic when we take a test... especially one as important as a pre-employment screening test
- Researching the test online and taking practice tests, even from another company may help you to be more comfortable with the real test



# Are Psychometric Test Age Biased?

- **No**, extensive testing shows that scores on psychometric tests are reasonably flat from the 20s through the 60s (although, typically there is some noteworthy deterioration in scores by the 80s)
- **Yes**, psychometric tests may be easier for the trained-to-take-tests generation that has been educated in the last 15 years (TAKS and STAAR by product)
  - They know the tips and tricks for taking this type of test and have had practice
  - They know the shortcuts for doing mental math that these test sometime play to...  
Example: Dividing integers by 7 always yields the sequence 142857  
 $1/7 = 142857$   $2/7 = 428571$   $3/7 = 285714$   $4/7 = 857142$   $5/7 = 571428$   $6/7 = 714285$

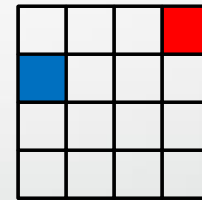
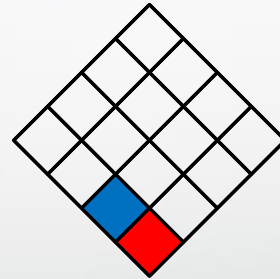
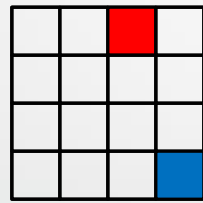
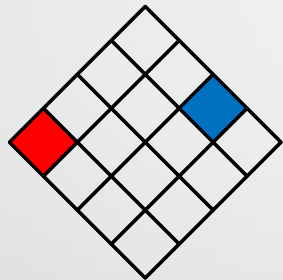
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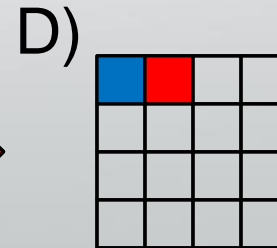
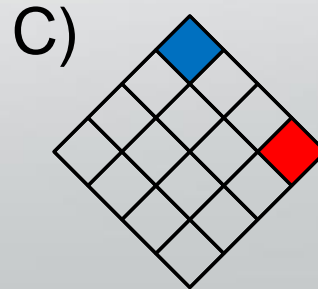
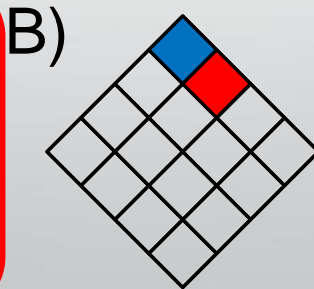
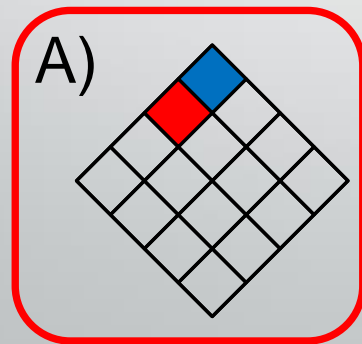


# Spatial Relationships, Math and Reasoning

- What is the next cube?



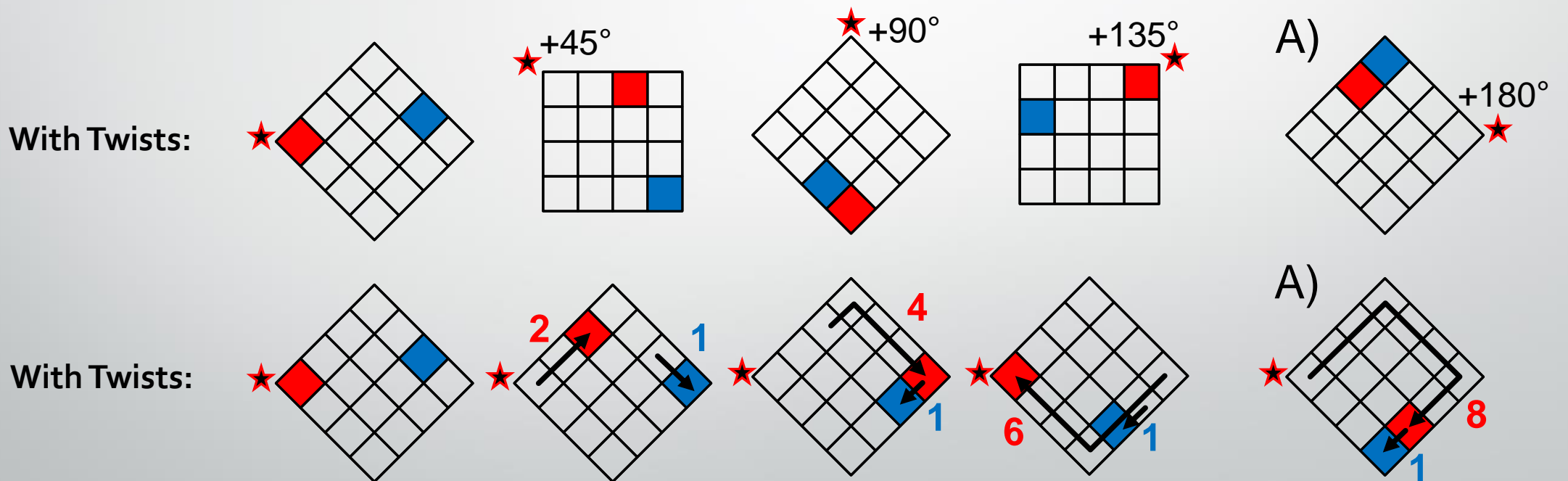
?



Answer on the Next Slide

# Spatial Relationships, Math and Reasoning


- This is a real mind "twister!" First, I'll take the  $45^\circ$  twists out of the cubes.



The red square moves clockwise around the edge of the cube in the sequence: 2 4 6 8.  
The blue square moves clockwise around the edge of the cube one square at a time.

# Where Can I Find Free Practice Tests?

- Psychometric testing is an industry with multiple players providing testing systems to employers – that said there are lots of online sample tests and tips available –
- Google ***Psychometric Tests*** and related tests like the ***SAT Test*** and ***Aptitude Tests*** to find test taking tips and practice tests
  - psychometricinstitute.com.au – is a good source for tips and sample tests
  - testprepreview.com – you must register to take practice tests (heavy on selling stuff)
- Check you phone's app store
  - Android: IQ Test Preparation – has tips and sample tests (**my favorite of the apps**)
  - iOS: Brain Killer (Free) – has psychometric test-style brain teasers
- ACC, UT and other colleges and universities – find your schools career counseling department and ask about testing



Remember: on personality tests be authentically you.  
On skills test practice can improve your score.

**Thanks!**  
**&**  
**Q&A**

If you are not able to attend the Mediterranean Festival please  
pass the tickets along to someone who can go.