

Psychometric tests, analysis, and brain teaser puzzles

OBJECTIVE:

Psychometric tests are a standard and scientific method used to measure individuals' mental capabilities and behavioral style. Psychometric tests are designed to measure candidates' suitability for a role based on the required personality characteristics and aptitude (or cognitive abilities). They identify the extent to which candidates' personality and cognitive abilities match those required to perform the role. Employers use the information collected from the psychometric test to identify the hidden aspects of candidates that are difficult to extract from a face-to-face interview.

PRE-REQUISITE(s):

Awareness about the psychometric test and basic concepts of brain teaser puzzles.

OVERVIEW:

Once the Human Resources manager, or person/s in charge of hiring, ascertains that you have fulfilled the initial requirements for the position by reviewing your résumé, they will then send out a letter with specific instructions for sitting the psychometric test. The prime objective of this is to identify at an early stage those job applicants who are unlikely to fill the requirements of the position on offer and consequently narrow the applications further.

Some job applicants believe that the psychometric test is not a good measure to assess their real abilities, personality traits, and suitability for the job. However, the psychometric tests are statistically examined, and are constructed to be objective and unbiased. This is done by using standard methods of assessment so that everyone is presented with the same questions and instructions for completing them. Our experience shows that psychometric tests are very reliable in predicting candidates' performance, and in most cases the test report provides an accurate evaluation of the applicant. However, this doesn't say that with a good preparation you can't improve your suitability for a job. We have proven that an effective preparation which highlights your relevant strengths and improves your weaknesses increases your chances to win the job you wish to get

Why take this course?

Research has shown that a dexterous **brain** makes for happier, healthier, people in general. Doing some type of mental exercise, in the form of **brain teasers** or word and number games can: ... Improve memory and **brain** processing speed. Reduce boredom. Here are some good reasons why **brain teasers** and puzzles are good for you: They boost **brain** function and activity. They help develop better memory skills. They help you focus and maintain attention.

What you will learn in this course:

- Increasing creativity
- Adding fun into your training course

- Building rapport between the learners as they work together to solve them
- Refocusing and re-energizing your participants

Who this course is for:

Students from various branches and it will help them in their placement process during which they will be able to think widely and will give the answers accurately.

Course Outline:

Psychometric assessment tests in general fall into two categories, being aptitude or ability tests and personality and occupational questionnaires.

Aptitude and ability tests are usually standardized tests used to measure a job candidate's abilities to perform specific tasks and react to a range of different situations. They are designed to assess your logical and/or thinking capabilities. These tests consist of several multiple-choice questions and have strict time limits. You may be asked to answer the questions either on paper or online.

There are different types of Aptitude tests, of which the most commonly used are:

1. Numerical Reasoning: typically, candidates are asked questions relating to information provided in the form of a data-set, statistical charts, or are required to calculate the answers to various problems.
2. Verbal Reasoning: these tests come in different types of formats but usually candidates are provided with a passage of text and required to answer multiple-choice questions.
3. Logical Reasoning: these tests are designed to assess a candidate's ability to interpret patterns and/or the relationship between shapes.
4. Error/Data Checking Test: Candidates are expected to identify errors and mistakes, and offer alternatives or corrections whenever they deem appropriate.
5. Diagrammatic Reasoning: This test is used to measure analytical, decision making, logical and abstract reasoning abilities. The candidate's task is to infer a set of rules and to apply them to new situations.
6. Spatial Reasoning: Spatial reasoning tests are non-verbal, standardized psychometric assessment tests that provide the employing organization with information about a

candidate's ability to mentally re-arrange, rotate and manipulate shapes or objects without physically touching them.