

Different Types of Psychometric Tests and When to Use Them

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DID YOU KNOW ?

Do you know that Alfred Binet, a French psychologist, invented the first practical test to measure intelligence in 1905? Psychometric tests have been employed since, at least, the early 20th century. Since then, these tests have evolved to emerge as an integral part of most selection processes. The now-commonplace psychometric tests address many hiring challenges, such as hiring right fit candidates, decreasing the time-to-hire, training and development, career guidance, etc.

For some recruiters, these tests are a critical part of the initial assessment of potential candidates - they are easy to implement and, with forethought, can help whittle down the candidate pool for a given position - making it significantly easier to get the right talent to the next round. Additionally, organizations, nowadays, spend inordinate sums on different psychometric tests to assess the prospective and existing employees' personality types, learning objectives and personal inclinations.

However, as many recruiters or hiring managers point out, there is much confusion over the various types of psychometric tests and when to implement these tests. So here are some compelling facts for weeding out the doubt to make sure you get the most value out of psychometric testing.

Types of psychometric tests

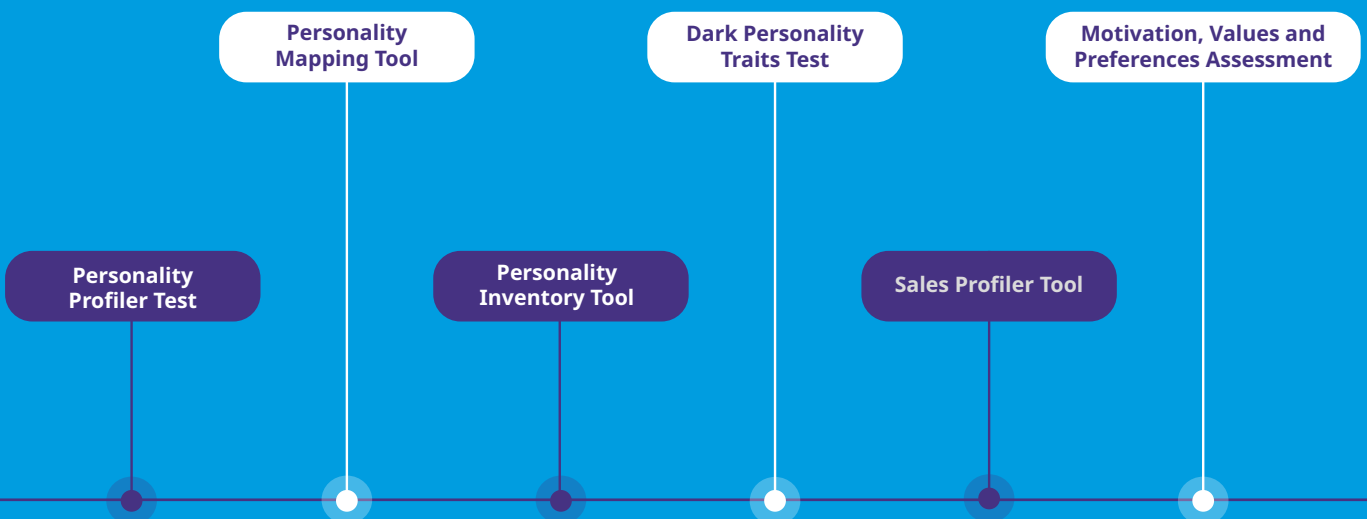
There are many different types of psychometric tests. Some tests are used to measure a specific aptitude or skill, while others delve too deeply into a subject's particular traits. From a psychometric test for sales to a specific test to gauge remote work skills, the list of psychometric tests is exhaustive, and every test has its purpose. Although these tests may appear in various formats, they are broadly categorized into two types: personality profiling and cognitive testing.



1- Personality Assessments

Hiring managers use personality profiler tests to match the scores of potential candidates against given job specifications and competencies to ascertain their job suitability. While there are no perfect answers in personality tests, an individual's responses can imply whether their personality attributes align with the organizational requirements. Most companies initiate the recruitment process with personality profiling, but it may also be implemented after assessing job-specific skills.

Listed below are some of the most commonly used personality assessment tools used in hiring and employee development. These personality tests assess the full spectrum of personality traits - from positive traits to dark traits. These tests can enable organizations to determine critical behavioral competencies across roles and industries, helping them make better hiring decisions.



Personality Profiler Test

A personality profiler test is a personality assessment tool based on the Big Five model of personality traits. It is suitable for assessing the personality traits and behavioral competencies of employees within an organization. It is most suited for first-time managers, mid-level management and senior roles and measures positive personality traits.

Personality Mapping Tool

The personality mapping tool is an evidence-based personality assessment tool that offers in-depth measurement of personality traits and behavioral tendencies. It is a robust tool that provides comprehensive narration of different personality facets critical for work-related outcomes. It is most suited for leadership and senior roles and learning and development (L&D) initiatives and measures positive personality traits.



Personality Inventory Tool

The personality inventory tool is an innovative, evidence-based assessment, which measures relevant personality traits required for a particular role. It helps predict behavioral competencies, which in turn lead to organizational outcomes of interest. It is designed to help employers gain access to objective information about a job applicant or an employee, which is critical in influencing their behavior at work. It is most suited for entry-level roles and measures positive personality traits.

Dark Personality Traits Test

These personality assessment tools measure negative personality constructs in potential hires (during the hiring process) and existing employees. Through this personality diagnostic, it becomes easy to ensure safety at workplaces. The tool considers six dark personality traits: Opportunism, Self-Obsession, Insensitivity, Temperamental, Impulsiveness and Thrill-Seeking. Thus, the tool helps safeguard work culture and ensure customer safety in industries where employees working in customer-facing roles may exhibit dark traits, endangering customer, asset and data safety.

Sales Profiler Tool

The sales profiler is a well-designed tool to identify people with a knack for sales. In addition, the tool can assess the behavioral and cognitive competencies required for the sales profile, enabling recruiters and employers to build a winning sales team. With this psychometric assessment tool, it becomes possible to evaluate a salesperson's true potential for each job role, from selling shoes in stores, to selling a house on rent, to selling complex IT solutions to CXOs.

Motivation, Values and Preferences Assessment

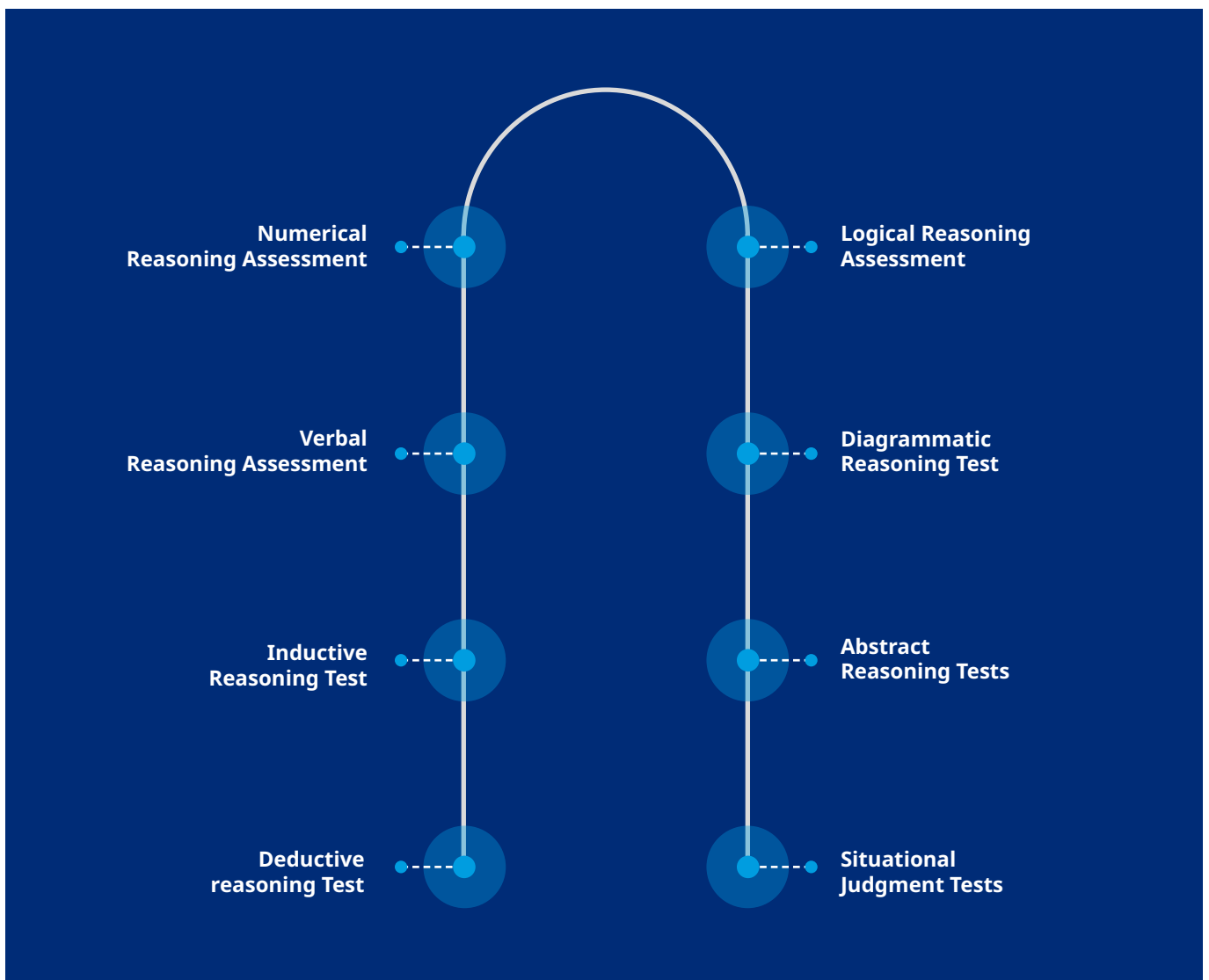
This comprehensive personality assessment tool gives employers an understanding of what drives and motivates a person to perform and excel at work effectively. The more motivated and engaged the workforce is, the greater is the organization's potential for success. This tool assesses an individual's motivation to excel in a job role based on key motivators, such as money, security, recognition, affiliation, competition, power, advancement, and achievement.



2- Aptitude Tests

Aptitude or cognitive tests are psychometric tests that measure a candidate's cognitive abilities or intelligence. These tests assess candidates on various skills and competencies crucial to performing well across different areas. A standard aptitude test includes a mix of questions that help predict the likelihood of an applicant's success in a particular job while leaving no room for biases to creep in through its standardized administration.

There are multiple types of aptitude tests that businesses can administer to applicants, some of which are listed below:



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Numerical Reasoning Assessment

Many industries desire candidates who are good at interpreting, analyzing and drawing conclusions from numerical data. The numerical reasoning test evaluates test-takers on these skills. It helps employers identify the right person to solve critical business challenges and work with an organization's financial results, analysis reports and performance figures. Numerical data generated by organizations is an abundant essential source of information that can be further used to achieve business goals and track progress. The numerical reasoning test aims to find highly analytical people capable of working through business problems, offering realistic and logical solutions.

Verbal Reasoning Assessment

Verbal reasoning assessments are a surefire way to assess the potential and eligibility of candidates for the job and their organizational fit. Companies use the test to gauge candidates' knowledge and comprehension skills. Several types of verbal reasoning assessments are in-demand. For example, the verbal reasoning test for evaluating a candidate's language skills comprises analogy and sentence completion questions, etc.

Inductive Reasoning Test

Inductive reasoning tests are commonly used aptitude tests to screen candidates for technical or engineering-based jobs. They are often used in unison with numerical and verbal reasoning tests as a crucial part of any job application process. These tests check whether a candidate can think methodically and logically to solve challenging problems, such as identifying patterns in a series of figures. Most importantly, the candidates are scored based on their accuracy and speed.

Deductive reasoning Test

Deductive reasoning tests can help employers test the candidate's deductive reasoning skills. These tests assess the ability to deduce the logically valid conclusion from the series of statements. These aptitude assessments are frequently administered for selecting candidates for technical domains such as engineering and IT. Generally, deductive reasoning tests include questions about analyzing scenarios, identifying the strengths and weaknesses of any argument, and cautiously making conclusions from given data. For example, syllogisms are most commonly used to test the deductive reasoning abilities of candidates.

Logical Reasoning Assessment

The logical reasoning test is another type of psychometric test that is presented mainly in a non-verbal format. It is used to assess the candidates' ability to analyze the given information from different perspectives by breaking it down into simple components, structuring the information logically, and exploring the relationship between different information points to arrive at a solution.

Diagrammatic Reasoning Test

Diagrammatic reasoning tests are used to test candidates' logical problem-solving ability, using diagrams and flowcharts. Often used synonymously with abstract reasoning tests, these tests provide insights into the candidate's aptitude to think logically and use analytical thinking to solve complex problems. Typically, these tests are undertaken by candidates applying for roles that entail problem-solving ability and logical reasoning skills such as management consulting, engineering, etc.

Abstract Reasoning Tests

Abstract Reasoning Tests assess the candidate's ability to apply learnings to solve novel problems by connecting different information points to grasp the bigger picture, detect patterns and relationships, and solve complex problems by coming up with innovative solutions. These tests provide insights into the strategic thinking approach of candidates, along with their ability to learn new concepts quickly and work under pressure.

Situational Judgment Tests

Situational judgment tests have become one of the most popular modes of assessment since the late nineties. These tests can help recruiters understand how the candidates would handle a situation they could come across in the job they are applying for. These tests assess the candidates' ability to choose the most suitable action in work-related problems. They are provided with a hypothetical workplace situation and asked to select the most fitting response from a list of options. Based on the candidates' assessment responses, they are assigned scores.

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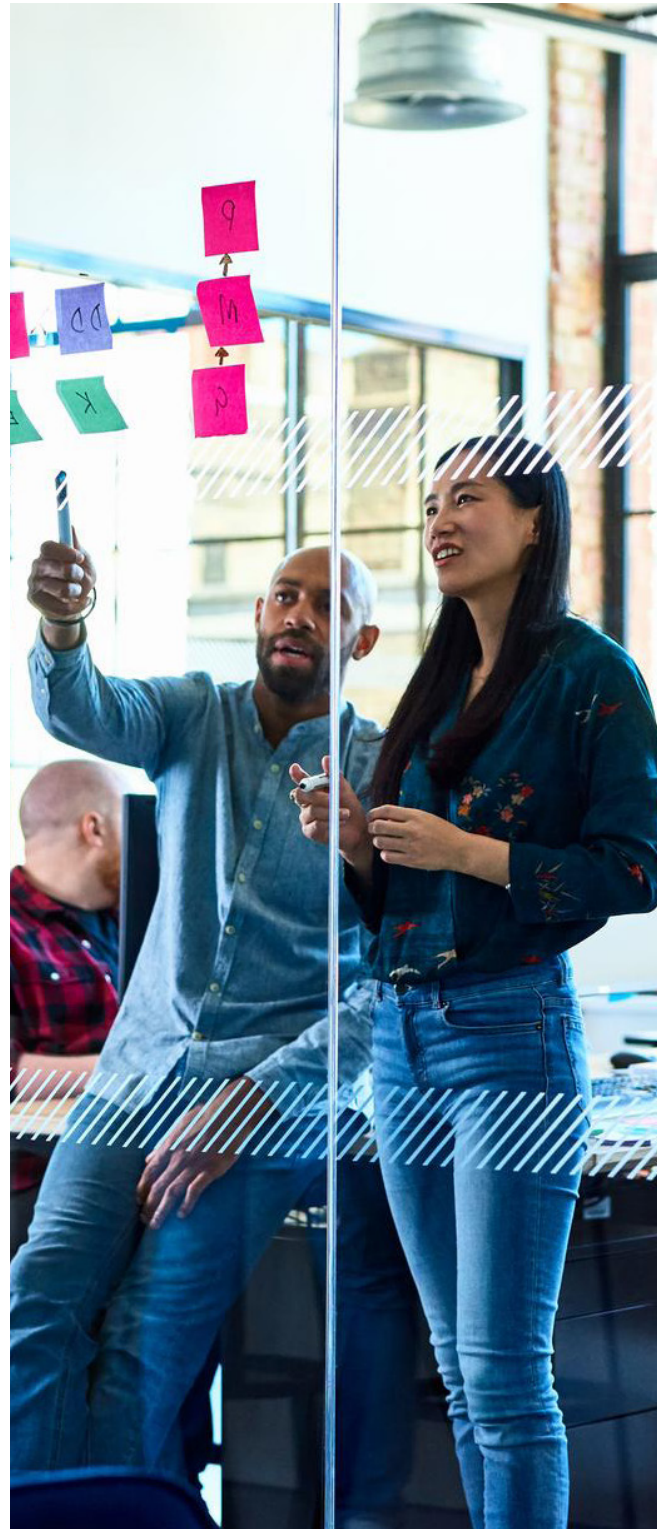
Now that we have covered the different types of psychometric tests used in recruitment, we come to the most critical question:

When would it be most suitable to administer a particular psychometric assessment?

It stands to reason that aptitude testing and personality profiling are integral to the process of recruitment. But since these tests are based on different assessment parameters, they can't be used as a substitute to each other. The aptitude test is an assessment that assesses the ability/potential/ talent to perform a specific task, with or without any prior training. The personality test is suited for measuring a broad spectrum of personality traits to create a personality profile, which employers can use for assessing candidates for different roles to decide if a person is a 'good fit for the job.

Moreover, the question of when to administer a specific assessment entirely depends upon the hiring requirements. Hence, psychometric testing can be used at different stages of the selection process, as listed below:

- Primarily, these tests can be used when there are numerous applicants for the job and recruiters have to narrow down the candidate pool to reduce the time to hire.
- If candidates perform better in such tests, they'll be invited to the next round.
- These tests can also be administered alongside the first interview, helping employers determine whether to qualify candidates for the following selection rounds.
- These tests can also be administered later if the employer probably wants to conduct a second interview or use these tests as a part of the assessment center exercises.



The Bottom Line

Even though different psychometric tests are available for recruitment and selection purposes, people have varied opinions on their perceived value in the organizational context. Those who use them vouch for their indispensability. Others are still oblivious to the benefits of psychometric tests.

These tests have been mission-critical in ensuring the success of the hiring process. When subject matter experts analyze outcomes using psychometric instruments, they use the findings as crucial assets that supplement the interview process and produce results in favor of any company implementing them.

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