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The activities are designed only to search for work-related abilities and competencies. They do not:

- probe your childhood or other personal details
- evaluate specific technical skills and knowledge (although drawing upon these may aid your performance).

Advantages for applicants

You can share your working style and strengths.

Your success is not only dependent on one or two interviews.

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

, more equitable hiring practice.

Preparing for your assessment

Familiarise yourself with the job description and desired competencies.

Read all test materials carefully and thoroughly.

Do some internet research on the employer, industry and assessment centres.

interview and be yourself. There are benefits on both sides to fitting the right person to the right job. Expect to feel nervous before and during the assessment: the experience will involve some stress but is of great benefit to you.

After the assessment

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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).

all employers, or by the same organisation in the future.

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.

Tip: Be yourself. In an assessment finding a fit. The employer is looking to match your

There are lots of free psychometric tests and information on assessment centres online. Here are some sites to

