

Psychological Test Tips

Tips when undergoing psychological evaluation

It's possible when you are being short-listed for a position that you will be asked to complete a psychological evaluation or assessment. Many employers use psychological evaluation as part of their overall recruitment process - both during recruitment, to assist with the selection of staff, and with existing personnel when considering further development and/or counselling.

Psychological evaluations can be a very positive experience and can help you to:

- Identify your strengths
- Identify areas of improvement
- Assist in identifying a career path for which are you best suited
- Be objectively considered and assessed against other candidates

To help you prepare for the assessment, we have included the following tips:

- Find out in advance how long the assessment will take, so you can ensure you allow plenty of time and are not thinking about where you should be, instead of focusing on the questions.
- Make sure you know exactly where you are going and how to get there, plan your journey and car parking, if using public transport, check timetables.
- Ask if you need to bring anything with you, and if so, make sure you are prepared also, if you wear glasses to read, make sure that you have them with you.
- Arrive a few minutes early so that you are calm and prepared.
- Take some water with you, in case it's not provided, and ensure that you have eaten beforehand to aid your concentration (you don't want to be put off by hunger or thirst pain!)
- If it is to be a long assessment, find out in advance where the bathroom is, to save time later
- During timed tests, both accuracy and speed are important, work as quickly as you can, without sacrificing accuracy. Don't spend too much time on any one question that you are having difficulty with. Answer the questions you find easy first, you can always go back to them if time permits
- During untimed tests remember to work as quickly as you can and answer the questions honestly and instinctively, your first reaction or answer is often the best one

Remember that the assessment is only one part of the overall recruitment process, so try not to be too nervous about it. When you have been notified of the result of your application, ask for feedback on your assessment, and ask if it is possible to obtain a copy of the results (some companies do provide copies).