

Psychometric Tests Hints and Tips

A guide for students and
graduates



Many employers now use psychometric assessments to learn about a candidate's personality and abilities. They help employers assess qualities that are hard to judge from a CV or interview alone, such as problem solving, communication, creativity, and how someone naturally approaches a task.

Psychometric tests can appear at different stages of the process: alongside your initial application, before a first interview, or as part of an assessment centre. For general assessment centre preparation, see our separate guide, Interview Tips: Assessment Centres.

The Two Main Categories

Personality and Occupational Tests

- These assess your typical behaviour and how you approach different situations, rather than testing a right or wrong answer.
- They consider your fit with a particular work environment, how you might settle into a team, and whether your working style complements existing employees.
- They are usually untimed, since pressure can affect how honestly and accurately you respond.
- Read the job description carefully beforehand to understand the traits and working style the employer is likely looking for.

Ability or Aptitude Tests

- These include numerical reasoning, verbal reasoning, logical and abstract reasoning, and situational judgement tests, often under timed conditions.
- Your results are typically benchmarked against other candidates or current employees who have taken the same test.
- Practising online in advance, ideally on a computer screen, will familiarise you with the format and question style, and highlight where you need to improve.



Types of Aptitude Test

Numerical Reasoning

Tests your ability to read, interpret, and draw conclusions from numerical data, charts, and graphs. Brush up on core maths skills beforehand, including fractions, ratios, decimals, percentages, and basic currency conversions.

Verbal Reasoning

Tests your ability to interpret written passages, evaluate arguments, and communicate your findings clearly. These are sometimes called inference or comprehension tests, and focus on extracting and using information accurately rather than general vocabulary.

Logical, Abstract, And Inductive Or Deductive Reasoning

These non-verbal, non-numerical tests assess how well you spot patterns, relationships, and underlying logic in shapes or sequences. They are particularly common for roles with a technical or analytical focus, but appear across most sectors.

Situational Judgement Tests

You are presented with a realistic, hypothetical workplace scenario and asked to choose or rank the most appropriate response. Read the instructions carefully, since the way you are asked to answer can vary: rating each option, ranking them in order, or selecting the single best response.

Job Simulations And Game-Based Assessments

Some employers now use virtual job simulators, e-tray exercises, or game-based assessments that combine elements of the tests above into an interactive format. The underlying skills being measured are usually the same, just delivered differently.

Why Employers Use Psychometric Tests

- They provide an objective, standardised way to compare candidates from very different backgrounds on a fair benchmark.
- They can predict aspects of future job performance that are difficult to judge from a CV or a single interview.
- They help employers screen a high volume of applications efficiently and consistently.
- They reduce the risk of a poor hiring decision by testing relevant abilities directly, rather than relying on impressions alone.

How to Prepare

- Research the company and role so you understand which skills the employer is likely to be testing for.
- Check your invitation email carefully for the test type, time limit, and provider, so you know what to expect.
- Practise similar tests online in advance. Familiarity with the format matters just as much as the underlying skill.
- Brush up on basic maths for numerical tests, and practise reading and evaluating passages for verbal tests.
- Get a good night's sleep beforehand. Tiredness affects concentration and speed more than most people expect.
- Test your tech in advance, including your browser, camera, and internet connection if the test requires them.
- Complete the test in a quiet, calm environment free from interruptions.

Using AI To Practise, Not To Take The Test For You

AI tools can be useful for practising the underlying skills, such as generating extra numerical or verbal reasoning questions to work through, or explaining a method you are stuck on. What they cannot do is sit the real test on your behalf, and most providers explicitly prohibit outside assistance during the live assessment, sometimes with proctoring software to detect it. Use AI as a study aid beforehand, then rely on your own ability on the day.

During the Test

- Read all instructions carefully before you begin, and make sure you are clear on which test you are sitting if you have more than one to complete.
- Manage your time. If a question is taking too long, move on and come back to it later if the test allows.
- Use only the information provided in the question. Filling in gaps with assumptions is a common way candidates lose marks.
- Stay calm. A clouded, rushed mindset affects judgement far more than the difficulty of the questions themselves.

Top Tip

For personality questionnaires specifically, there is no right or wrong answer to chase. Answer honestly based on how you actually think and behave, rather than trying to guess the trait you think the employer wants. A personality test is a two-way fit check: giving inflated or inconsistent answers can land you in a role or culture that does not actually suit you, even if it gets you through this stage.

Where to Practise

If you know which type of test you will be sitting, practising free tests online in that specific format is one of the most effective ways to prepare:

- practiceaptitudetests.com/psychometric-tests
- savilleassessment.com/practice-preparation-advice-for-candidates
- testpartnership.com
- graddiary.com/numerical-reasoning-tests

Do and Avoid

DO	AVOID
Practise similar tests online before the real one	Sitting the test cold, with no idea of the format
Read every instruction carefully before you start	Assuming the instructions are the same as a test you did before
Brush up on basic maths and comprehension skills	Ignoring the underlying skill because you have practised the format
Answer personality questions honestly	Guessing which answer the employer wants to see
Use AI to generate extra practice questions beforehand	Trying to use AI or outside help during the live test itself
Move on and return to a difficult question later if you can	Spending too long on one question and running out of time
Test your tech and sit the test somewhere quiet	Leaving your setup or environment to chance on the day

Checklist Before Your Interview

- ☐ Read the invitation email carefully for test type, timing, and provider
- ☐ Practised similar tests online in the same format you will face
- ☐ Brushed up on basic maths, or on reading and evaluating written passages
- ☐ Tested your tech, including browser, camera, and internet connection
- ☐ Planned to sit the test somewhere quiet, with no interruptions
- ☐ Got a good night's sleep beforehand
- ☐ Decided to answer personality questions honestly rather than strategically



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