

During the hiring process, companies may employ the use of an objective psychometric test as a way to supplement the interview process. This can make even the most tranquil applicants nervous. Psychometric testing is being used more and more everyday by employers looking to hire. Although it is not the only determining criteria in the hiring process, it does play a key role. Many applicants tend to become anxious when they are faced with this new method. Although many have not taken an actual test in years, this is not one to be feared. Because of the nature of the test and the high stakes that are involved, there are a few common mistakes that people tend to make. Being aware and making a conscious effort to avoid these will be most advantageous during the test.

Most people work best with moderate amounts of stress. Granted, there may be a job at stake depending on the results of the psychometric test. No matter what, try to stay calm and collected. Being overly nervous can cause answers that may not have been thought through correctly and do not truly reflect the applicant.

It is also important to treat the test the same as an interview. Allot plenty of time to prepare and drive to the testing site. Arrive on time and dress professionally. Remember, it is most likely that an employee of the company who is may be influential in the selection process that is responsible for administering the test. Although the test is only part of the hiring process, it is still a part of the hiring process.

In some cases, the test will present a question with answers that vary based on degrees of truthfulness or severity. Do not attempt to exaggerate the truth. It is perfectly acceptable for some answers to be considered mediocre if that is the reality. Even if it could be considered to be most beneficial by exaggerating, resist the urge. When the employer looks at the test results and the results appear skewed, they may disregard the test and the tested because the results appear untruthful. Employers are aware that people are not perfect, so answering a test in that manner will be seen as deceptive.

Much the same as not exaggerating, try not to be too modest. If a question asks about a particular skill or characteristic that there is an abundance of, answer accordingly. Try not to feel as if answering truthfully will give the appearance of a braggart or deception. In the end, the answers will balance out and the tester will see where the strengths lay. Being modest when testing will only undervalue the applicant and hinder the employer from seeing the applicant's true worth. Although exaggerating and modesty are common and can be beneficial during a subjective interview, it is not beneficial to use these tactics with psychometric testing.

During the test it may become seemingly apparent what answers the company may be looking for. It is important to remember not to try to rig the test and provide answers that may seem like what the company wants. The truth be told, no applicant truly knows what the company wants. The company, or the particular job in question, may value honesty and individualism over conformity. Be truthful in the answers and the company will respect that. Even if the job is not completely compatible with the applicant's scores, the

company may keep the records and call back when future and more compatible positions are available. No matter what, answering untruthfully can cause more harm than good.

It is understood that psychometric testing is a type of test and some degree of nervousness is expected. However, attempt to answer honestly by not over-exaggerating, being too modest, or answering in a way that the company may find most favorable. With the uncertainty of what the company is looking for, untruthful answers can be a step backwards and can work against the applicant. Most importantly, treat the test as any other part of the interview process. Arrive on time and dressed professionally. Observe these common mistakes and attempt to avoid them. Truthfulness and professionalism are the keys to a successful psychometric test.