

Although many criticisms have been leveled against psychometric testing, the general consensus is that when used in conjunction with other more traditional evaluative methods, psychometric testing can be beneficial to both the employer and the job-seeker. A properly administered psychometric test can be credible and useful when given and evaluated by a qualified administrator and when all steps have been taken to ensure that the test is completely objective and not biased towards any particular group of people.

Psychometric tests should never be viewed as a clear-cut definitive resolution. When it is used in this manner, the test is a credible resource for employers and job-seekers. When employers use psychometric testing in conjunction with other traditional approaches in the hiring process, they will find the results of the testing to be a valuable tool. By not being fully dependent on the results of the test, the employer is able to adjust for any discrepancies within the test results.

A properly administered test will be able to overcome the criticisms that are leveled against psychometric evaluations. Many of the criticisms can become irrelevant by the simple fact of ensuring that they test is administered properly. A trained professional should be responsible for administering the test and evaluating the results. All too often, companies try to bypass this critical point and use their own employees to do the result evaluations. This is not advisable. Because of the nature of this type of testing and the criticisms levied at its biasness and credibility, only a well-trained professional will be able to properly measure the answers and report a credible assessment.

Psychometric evaluations can be very beneficial to employers and job-seekers. Although many psychologists and prospective applicants raise objections about the tests credibility, all can agree that the test can be incredibly reliable when administered by a professional and used in conjunction with other hiring techniques.