

Psychometric testing is a valuable tool to employers and job-seekers alike. This type of testing is designed to tell a person their strengths and weaknesses in the professional field and what type of work they would be the most compatible with. There are two main types of psychometric testing that can be useful depending on what characteristics are being measured (i.e.: skills or personality). Since this is a test, people may want to know what to do and how to best prepare themselves for it. Although there is no definitive method for this type of test preparation there are a few key points that may help with guidance during the test. Most importantly, psychometric testing can be valuable to all players in the job market. Employers and job-seekers will both find the results of the test to be beneficial towards their goal.

Psychometric testing can come in two forms. The first of which is the Aptitude and Ability test. This type of test measures a person's abilities and capabilities. It is not to be seen as a pass/fail test but rather a test that reports a person's strengths and weaknesses. It exposes their current skills and their ability to acquire new skills. Some Aptitude and Ability test can be quite detailed and measure things such as manual dexterity and speed along with general knowledge, mathematics and/or vocabulary.

The second type of psychometric test is a personality test. This is most valuable when measuring compatibility or trying to decide which types of professions a person would be most interested in. Personality tests measure a person's interests, character and ethics. This can be most beneficial to someone who is not quite sure what professional area he or she are most interested in. Determining compatibility can greatly help narrow down the scope of prospective professions.

When taking a psychometric test, either for yourself or for an employer, it might be helpful to know what to do or how to prepare. Unfortunately, there are not too many things to do to prepare for these tests. For aptitude and ability tests, the best thing to do is prepare for any given situation. If the type of test is already known (for example: Aptitude and Ability), it might be beneficial to prepare in much the same way as a person would properly prepare for an exam. Plenty of sleep and a very moderate amount of stress would yield the best results. For personality assessments, it would be most effective to act as if in a normal setting. Do not overindulge, exaggerate, or be too modest. Act as usual and let the results reflect the truth.

Many companies are employing the use of psychometric testing during the interview process. Although they are not necessarily using it in place of face-to-face interviews, it has become a supplemental part of the hiring practice. The testing offers many advantages to employers by giving them a completely objective personality or ability assessment. It can help narrow down the list of applicants and help weed out those which are not compatible.

As valuable as psychometric testing is to employers, it is also valuable to those looking for a job or are interested in a career change. Knowing strengths and weaknesses as well as a personal character assessment can be useful. Most people tend to enjoy jobs and tasks that they are most likely to succeed in.

Skill assessment can help a person evaluate which profession they are most likely to succeed in and a personality assessment can help that same person identify which profession they are most likely to enjoy.

Psychometric testing is valuable to both employers and job-seekers in all areas of the job market. Using the results of the two different types of testing, employers can find compatible employees and job-seekers can find professions in which they would be most interested and happy. Although there are minimal preparations available for these tests, the best advice is to act normal and answer honestly. Even though psychometric testing cannot guarantee happiness or success, the truthful results will be almost as valuable.