

The aptitude test is only one part of the testing process; you must also complete a personality profile. Scoring high in an aptitude test is great but it does not determine that you will be able to do or be suited to the actual position you are seeking.

How many of us are good at parts of our role and yet hate doing it. Imagine if you felt like this about every aspect of your position. Life would be too difficult. Participating in a personality profile ensures that this mismatch doesn't happen.

Each profile questionnaire measures the following personality traits:

- * How do you relate to other people?
- * What motivates you?
- * What type of work style do you have?
- * How do you deal with emotions, yours and your colleagues?
- * How do you deal with stress?
- * How do you react in a stressful situation?
- * What is your outlook on life, positive/negative?
- * Are you determined and strong or quick to concede defeat?

Don't attempt to second-guess the test, writing down answers you believe are more politically correct. Remember there is no right or wrong answers here. Be true to yourself and give the answer best suited to your beliefs and personality. The test will fail in its quest if you provide information that is contrary to what you believe. And be advised that the tests have built in checks to detect that you are indeed telling the truth. Testers are not looking at the 'accuracy' of your answering; they are developing a picture of your characteristics based on your instinctive answers. Be true to yourself and answer each question honestly. Remember that it is in your own best interest to find a job in which you will be happy.