

As psychometric testing becomes more popular in candidate evaluations, the benefits for both the employer and applicant are becoming clearer. There are many benefits to these evaluations for both the employer and the applicant. Both groups of people try to use the test to their advantage and both are extremely capable of doing so.

When deciding between two or more equally comparable candidates for a position, the employer might want to use the results of the objective psychometric test to determine which is most compatible for the job. One person may have a slight edge over another in personality or ability which may lead to the best candidate being hired.

For some jobs, the object assessment of ability is much more important than the assessment of personality. For employers looking to hire, an objective ability is assessment is hard to accomplish through conventional interviews alone. In this case, the employer might want to use an ability assessment to help further their decision.

Hiring applicants who have had career switches or who have a prior record of quitting jobs may be a hard to do. However, using the results of a personality and ability assessment, an employer might be better able to determine whether or not the applicant is likely to walk out on another job or if this job is truly what they have been seeking.

Most importantly, psychometric testing provides employers with an insight into an applicant's psychology that could otherwise take years to determine. It can help show the employer who the applicant would be most compatible working with and what types of projects the applicant might be best able to accomplish. Basically, the testing can help show the employer what the applicant is truly capable of.

In some cases, there are many applicants who all appear to be similarly qualified through interviews and general hiring strategies. With the use of psychometric testing, the employer can narrow down the scope of prospects through completely fair and objective measures and can use the results of the test to help supplement the subjectiveness of conventional hiring mechanisms.

The use of personality and ability assessments can also help the applicant to convince the employer that they truly are the most suitable candidate for a job. Of course there is only so much one can say during an interview and trying to balance modesty and confidence is quite a challenging feat. Fortunately, the use of an objective measure can help demonstrate the applicant's compatibility.

Some applicants may find that it is difficult to truly express themselves when under pressure. For these types of applicants, personality assessments are extremely beneficial. It might be the case that the applicant is so nervous that the employer may have some skepticism about the applicant's personality. If this is the

situation, the objective personality assessment may help resolve the skepticism and provide valuable feedback to the employer that might not otherwise be recognized in the interview alone.

In some cases, the use of psychometric testing can help eliminate competition. For employers looking heavily at the test results, some applicants may be released because they do not fit the profile of a compatible candidate. This is extremely beneficial to applicants who may feel as though their interview did not go as well as planned but still hope to show that they are indeed the best applicant by objective measures.

Psychometric testing is not seen as a pass/fail measurement. Instead it is an instrument used to determine a person's strengths and weaknesses. This can be used to the advantage of the applicant if the applicant is able to highlight their strengths and show why these strengths would be beneficial to the company.

Generally, Psychometric testing is the more object measure in the hiring process. While some people are better able to use charm and wit to their advantage, some are not. During the hiring process it is nice to have at least one mechanism of objectiveness that can help compensate for the employer's ability to be charmed.

Psychometric testing has the capabilities of being beneficial to everyone. As long as both groups see the benefits of the tests, both groups have the capabilities of using them to their advantage.