

Psychometric Testing or Aptitude / Ability Tests



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These tests measure your logical reasoning and intellectual ability. There are a number of different reasoning abilities, but the ones most commonly assessed are verbal reasoning and numerical reasoning.

Tests can be taken online as part of an assessment centre; they are usually timed and taken under examination conditions. They are usually multiple-choice, and there is always a right answer. Often tests are designed to be too long for most people to complete in the time allocated: so do not worry if you do not finish, it is the number of correct answers that counts. Speed and accuracy are required in order to achieve a good score. Practicing these tests, online, through the Careers Service or from the books in the library will help you to familiarise yourself with the most commonly used tests.

Verbal Reasoning: You may be given a passage which is followed by several statements. You will have to evaluate the statements in light of the information provided in the passage and asked to select whether you think the statement is true, false or cannot be answered from the information provided. You should disregard any previous knowledge you may have on the subject matter.

Numerical Reasoning: Brush up on your basic maths: addition, subtraction, multiplication, division, fractions and percentages. As a lawyer you are not required to be a mathematical genius, but firms / chambers will be looking for numerical reasoning ability i.e. the ability to extract information from charts, tables and graphs.

Personality Tests: These are questionnaires, which explore the way you tend to react to, or deal with, different situations, and as such there are no right or wrong answers. A personality profile is usually compiled from your answers and selectors will be looking for a good fit for the particular job and organisational culture.

The best way to tackle these questionnaires is to answer them as honestly as you can: record your immediate response. Trying to guess what an employer is looking for is difficult. Whilst it is not possible to prepare for these tests in advance practicing using websites or books may help you understand what to expect on the day.

Graduate Recruitment Assessment Tools - Aptitude Tests

Please find below a list of useful links to sample aptitude tests. These include verbal, numerical and critical reasoning tests, business case studies and personality inventories.

Links to various free practice tests - including verbal, numerical, personality, business case studies. Compiled by Mark Parkinson, a Chartered Business Psychologist
www.markparkinson.co.uk/psychometric_links.htm

www.aptitudehack.com Free advanced practice Aptitude Test with computer generated random test questions as well as specific hints and tips

Assessment Day- this site designed by a mechanical engineering student includes numerical and verbal reasoning tests designed to mimic the kind of tests used by graduate employers. It also includes a forum. www.assessmentday.co.uk

British Psychological Society (BPS) Information on aptitude tests and what employers are trying to test. Includes the methodology of commonly used tests. www.psychtesting.org.uk

Deloitte e-tray exercises - Preparation advice and actual sample tests http://graduates.deloitte.co.uk/index.cfm?p_id=113

Doctorjob testing zone - includes free practice tests.
www.doctorjob.com/testingzone/

Kent University Careers Service - information on Verbal Reasoning Tests www.kent.ac.uk/careers/tests/verbaltest.htm

McKinsey - click on 'Online case studies' for access to an on-line tool which helps prepare you for a live case study during an interview. www.mckinsey.com/aboutus/careers/interviewprep/

Morrisby- Test provider with online examples of ability tests
www.morrisby.com

www.psl.co.uk - Numerical reasoning test

SHL Direct - Practice Aptitude Tests, covering verbal, numerical and diagrammatic reasoning, with online feedback, as well as personality questionnaires and useful advice on assessment. You can also take part in test trials where you will receive free feedback. These tests are commonly used by law firms. Always practice on the most difficult test available!
www.shldirect.com/phase1/practicesection-phasell/Practice-8.asp?ID=E57C1D4377E911D4873D00A0240076C0

Saville Consulting - A selection of downloadable practice questions and advice on tests.
www.savilleconsulting.com/products/ability_practice.aspx

Saville Consulting Wave - A questionnaire to measure motivation, talent and preferred culture.
www.savilleconsulting.com/products/wave_professional.aspx