

I'm not a bot



































psychological makeup (Groth-Marnat, 2003). In diagnostic interview process, clinical interview, which is a major step in Psychological testing is important as it gives an opportunity to gather useful background data as well as data on a persons family. A clinical interview is most of the times commonly conducted before a formal psychological test occurs. Psychologists always try to form their impressions clinically when conducting a test, which is best done through a direct interview with the person. An accurate diagnosis always comes from a patient who willingly collaborates (Fernandez-Ballesteros, 2003). There exist two opposing forms of risk in the first moments of carrying out the interview. They include jumping to the diagnostic conclusion or slowly focusing and missing the rich information that usually pours forth in the first meeting with the patient.ReferencesFernandez-Ballesteros, R. (Ed.). (2003). Encyclopedia of Psychological Assessment (vol. 1). 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Copy Share with friends using: During the past few decades, psychometric tests have become increasingly popular as a tool for determining candidates' fit for any position, as they allow employers to measure the candidate's cognitive and behavioral abilities.A psychometric test is a tool employed to evaluate an individual's cognitive abilities and personality traits. By analyzing a candidate's responses, psychometric testing can offer valuable predictions regarding job performance, competency, and motivation.The term "psychometrics" comes from the Greek words for mental and measurement. There are various types of psychometric tests, and the two primary types are cognitive tests and personality tests. Given their similarities, the terms "psychometric exam" and "aptitude test" can easily be confused. However, a key distinction exists between them. An aptitude test is essentially a focused variation of a psychometric exam designed to evaluate an individual's potential for learning or executing specific job-related tasks. Many corporations now use this tool as part of their hiring process.Let's begin the Free Psychometric Practice Test! The Free Psychometric Test below consists of Personality and Aptitude questions in the same format as the most popular psychometric tests in the industry today. In each section, you'll find free Psychometric practice questions with solutions, tips from our experts, and links to additional practice materials.We'll begin our free practice test with the questions people are most struggling with: Aptitude Questions. Aptitude tests can be categorized into 5 main different types: Numerical Reasoning, Verbal Reasoning, Inductive Reasoning, Deductive Reasoning, and Spatial Reasoning. Numerical Reasoning tests assess interpretation and logical conclusions based on numerical data; Verbal Reasoning tests evaluate comprehension and deduction from a text; Inductive Reasoning tests measure pattern recognition; Deductive Reasoning tests assess logical thinking and drawing conclusions; and Spatial Reasoning tests evaluate shape manipulation and 3D visualization skills. Use the Following Information:Likes on FacebookTwo net-personae posted two posts on facebook.The total number of likes for both posts increased by 15% each day for two days, reaching 575,000 likes on day 2.Post B was given 150,000 likes on day 1.The number of likes for posts increased by eight percentage points each day.Determine the number of likes by day and the percentage of likes for post A and post B. Start by organizing the information presented to you in a table to ease the calculation process. 575,000 is the total number of likes on Day 2, which is 115% of the likes on Day 1. To calculate these numbers, you can use the Rule of Three. To use the Rule of Three, you need three known values: two that are proportional to one another and a third. From there, you can figure out the fourth unknown value (usually named x). The Rule of Three formula is: The total number of likes on Day 2 is 661,250. Hence,115% -> 575,000100% -> Day 1Day 1 = (100\*575,000)/115 = 500,000 -> There were 500,000 total likes on Day 1.Insert the new information into the table and complete the rest of the tabs: Now that you have the total likes on Day 1 and their division between posts A and B, you can transform them into percentages.% Post A on Day 1 = (350,000/500,000) \* 100 = 70%Now that Day 1 is completely mapped, you can move forward to Day 2. According to the last statement, the number of likes for Post A increased by eight percentage points each day. Note: percentage points are simple arithmetic differences. One Percentage Point = 1%. An increase of 8 percentage points means simply adding 8 to the previous percentage number: This means that the percentage of Post A out of the total number of likes on Day 2 is 70 + 8 = 78% Based on the previous years, what would be the best estimate for the 2018 total company's income? Answer:The correct answer is (a) - 140,742. To solve this question, you have to calculate the change in percentage between years according to the formula: According to the pattern, from 2017 to 2018 the total income will rise by ~5.2%. Another way of calculating the change in percentage between years is using the formula: To calculate the total income of 2018, use the formula: Therefore, the total income for 2018 would be estimated at: The price of one text message in zone 3 equals what % of the price per one-minute call in zone 3? AnswerThe Price of A Call per Minute in Zone 3: 1.65The Price of A Text Message in Zone 3: 0.50.The Relative Price of A Text Message out Of the Total Price of A Call per Minute in Zone 3 Is: 0.50/1.65=30% Can you identify the missing shape? AnswerThe correct answer is alternative f.What Pops Up: The top cell in each column is a mirror imageof the bottom cell (and the left cell in each row is a mirror image of the right cell), following this logic, the correct answer must be alternative F.The Complete Explanation: All the symbols in the left and right (i.e., outer) cells are different parts of a cross symbol (◊) in each row, the symbol in the middle cell is a combinationof the overlappingpart of the outer symbols,e.g. in the top row - the upper part of the vertical line; in the middle row - the entire vertical line).Thus, the missing symbol must share a part with the right symbol in its row, which should be the lower vertical line. Most numerical psychometric contain a variety of questions covering ratios, percentages, tables and graphs, and more. Some numerical assessments, like the SHL Calculation Test or the Optiver Test, exclusively measure basic math and mental calculation. Mark the correct badge for each employee, sorting them in their order of arrival at the office, from 1 (first to arrive) to 6 (last to arrive). AnswerThe correct answer is: Lets break down the statements step by step:First, start with the fixed-order statements:Dona is the first to arrive at the office.Second, combine statements that relate to each other:David arrives right after Samira but before Lian. Therefore, address Samira, David, and Lian as one unit:Samira -> David->LianNoah arrives right after Jim, but sooner than David:Jim -> NoahSince Samira, David, and Lian act as one unit (they arrive right after the other), then if Noah arrives sooner than David, he arrives sooner than Samira as well:Jim -> Noah arrives earlier than Samira -> David-> LianNote that Jim and Noah also act as one unit:Adding Dona to the list:Dona - Jim -> Noah - Samira -> David-> LianSince David arrives before Lian (even if it doesn't say "right before"), you can conclude that Lian is the last to arrive at the office. There is no other order that fits with all the statements. AnswerThe Correct Answer Is : The question asks you to find the logical rules applied between these nodes and complete the sequence, which started with the connected nodes: AZ -> 19 -> BY -> 28.Logical Rule #1: The sequence starts with a node containing letters that connect to a node containing numbers, which then connects again to a node containing letters. The final sequence would stick to this pattern: Letters -> Numbers -> Letters -> Numbers, and so forth.Logical Rule #2: The main theme of this question is opposite extremes.1 and 9 are the first and last letters of the alphabet.1 and 9 are the first and last digits (presented in this question)With each connection, these letters and digits are getting closer to each other.B and Y are the second and the second-to-last letters of the alphabet.2 and 8 are the second and second-to-last digits (presented in this question).Following these rules, the next nodes should be the third and fourth letters or digits. Final answer: AZ -> 19 -> BY -> 28 -> CX -> 37 -> DW -> 46 -> EV -> 55 The current section presented sample questions in the exact format as can be found in the most famous test providers, likeSHL, Korn Ferry, and Hogan tests. For additional practice materials, you can check our Free Aptitude Practice Test,Free Korn Ferry Practice Test, Free SHL Practice Test, and Free Hogan Test. Among other tests that include psychometric aptitude questions, you can findAON (Cut-e), Watson Glaser, Cubiks, UCAT, etc. Due to the massive variety of psychometric aptitude exams that exist in the market, it is crucial to prepare for your exam while practicing the specific type of questions that characterize it. It will allow you to identify your strengths and weaknesses and improve them by practice, to learn all the strategies needed to score high on the assessment, and to gain confidence in the test format and time limit.That's why we put a lot of effort into the accuracy and reliability of our prep pack, so you'll get a chance to get a sense of the real assessment while practicing with job test prep. For example, you can check our SHL prep pack: Our SHL prep pack consists of three simulations for the SHL Verify Interactive (G+). Each simulation has 24 practice test questions, as with the actual test, there are detailed explanations for all of the questions, and they are presented in the same order, difficulty, and time limit as in the SHL test.In addition to test simulations, our SHL prep pack offers interactive study guides for every subject to teach you solving techniques and time-saving strategies. These specialized prep materials will help you get used to the pressure and improve until you get a high score so you stand out.For only 79\$, you can ensure you are at your best when taking the SHL assessment and passing the test with ease! Another example is our Watson Glaser prep pack: Our Watson Glaser prep pack is a comprehensive preparation resource that includes various materials to help you succeed in the Watson Glaser exam.Our prep pack consists of a Watson Glaser Diagnostic test, which provides an initial familiarity with the test and assesses your performance in each section, you will receive a detailed analysis of the sections you struggled with, enabling you to focus on improving key skills.Additionally, it offers 23 additional practice tests covering all the topics and sections of the Watson Glaser exam. these practice tests allow you to practice the weak spots identified in the diagnostic test.Moreover, it includes 2 full-length Watson Glaser test simulations, providing an opportunity to practice under realistic conditions, including time constraints, formatting, and content, and check whether the practice tests helped you improve your results since the diagnostic test.Finally, the prep pack includes 5 Interactive study guides that provide a professional understanding of the theory behind each test section and offer effective strategies for solving questions.With our Watson Glaser prep pack, available for only 79\$, you can ensure you'll get the high score you deserve and fulfill your potential! If you are looking for more examples of aptitude test prep packs, you can check our UCAT, AON(Cut-e) prep packs.Now, after we've completed the aptitude questions practice, we can move on to the second type of questions you'll face in your pre-employment psychometric exams: Personality questions.Personality testsare designed to reveal aspects of an individual's character or psychological makeup. They measure your typical behavior and attitudes to predict how you're likely to behave in various situations. In other words, they identify your strengths, weaknesses, work style, and motivators. In the context of employment, personality tests can be used to determine cultural fit, leadership potential, and likelihood of success in a specific role. Now, let's continue the practice: Choose which statement is most true or typical of you and which is least like you:I aspire to be the victor.I can produce fresh ideas effortlessly.I advise others on what action to take. AnswerWhile there is no absolute answer, your responses add up to a total score for each of a set of traits and attributes, you want to aim for a high score on traits that are considered necessary in the type of role you are applying to, for leadership roles, statement (b) should be rankedmost like me, while statement (a) should be rankedleast like me. Another type of personality question is calledLikert Scale. Likert Scale questions present a statement or statement set and provide a range of response options, usually from "strongly agree" to "strongly disagree." respondents are asked to indicate their level of agreement or disagreement with each statement by selecting the option that best represents their opinion or attitude. let's see some samples of it: I am more comfortable working with data than with peopleStrongly DisagreeDisagreeAgreeStrongly Agree Answer:This statement assesses the interpersonal sensitivity trait. When answering this question, you should consider whether agreeing to it demonstrates a positive attribute towards the trait. In this case, the statement expresses an unapproachable attitude that implies a lack of teamwork, which is a negative attribute of a leader or a general role. The test focuses on personality skills such as leadership and social skills, not your ability to analyze data. therefore, the statement is negative when considering the interpersonal sensitivity trait and should be answered as strongly disagree or disagree. There is almost always a reason behind a person doing a service for youStrongly DisagreeDisagreeAgreeStrongly Agree Answer:This statement assesses the skeptical trait. In this case, the statement expresses a pessimistic attitude, which is negative for leadership roles and general employees. Therefore, the statement is positive when considering the skeptical trait and should be answered as strongly disagree or disagree. The universes unknowns are concrete and learnableDisagreeAgreeUncertain Answer:This statement assesses the scientific trait.In this case, the statement expresses a realistic and curious individual; therefore, it is positive concerning the scientific trait.This statement is positive for business positions as business/scientific positions should have a high score for the scientific trait, therefore, the answer should be agreed.This statement is neutral for aesthetic positions, as business/scientific positions can have a large range of medium scores for the scientific trait. still, for this statement, the answer should be agreed. Another type of personality question is leadership assessment.Leadership personality questions are designed to assess a person's traits, behaviors, and attitudes related to leadership, these questions aim to evaluate an individual's potential or existing leadership capabilities and provide insights into their leadership style and effectiveness. Let's see some samples of it. Selection:Sort the cards above into one of the 3 categoriesbased on your experience at your current or previous job roles. How to Solve This Part?The job profile section, the first section is the most difficult to navigate since it is the first time you will be exposed to the tabs that describe the features you need to sort (in the real test and in our prep pack, there will be 30 and not 8), as such, it is recommended that you approach this section with concentration and focus and notice the following tips:Read each tab carefully and attempt to characterize its value.When comparing similar statements, differentiate between personal, social, and professional skills and their importance to your position.Use the Korn Ferry guide to match the answers with the top values.At this stage, there is no instruction to keep an equal number of tabs between the categories, but it is recommended that you keep an even number of tabs between them.Therefore, it is important to note that you are sorting into all categories, not just one since you will have to balance the tabs between the categories in the next step of the test. Where Do You Excel?In each of the questions, seven descriptions will appear which you will have to rate on a scale between the most like me and the least like me. AnswerDepending on your past experiences and previous experiences, where you excel is a very personal, subjective question.It is important to remember that the following rating is merely a recommendation based on Korn Ferry's values and those associated with leadership. To find out the most essential values, read the explanation of the question, even if your ranking differs.Our recommended ranking:Statement 1: Least Like MeAccording to this statement, your colleagues may be expected to conform to your preferred way of working or their preferred approaches rather than accepting different viewpoints or approaches.Statement 2: Most Like Me As indicated by this statement, you acknowledge the value of considering diverse viewpoints when tackling problems, which is one of the top values for Korn Ferry, it indicates an openness to exploring various perspectives and analyzing situations from different angles to reach well-rounded solutions. The current section presented sample questions in the exact format as can be found in the most famous personality tests, likeHogan and Korn Ferry, for additional practice materials, you can check our free Korn Ferry practice testand free Hogan test. In order to score high on your upcoming personality test, it is crucial for you to familiarize yourself with the format and purpose of the test you're taking while studying. Some tests measure specific traits, while others assess broader aspects of personality. By understanding the test structure, test objectives, and question types, you can provide more focused and consistent responses, familiar with the tricks to solve it correctly, and make sure you'll pass the test.In our prep packs, we pay a lot of attention to familiarizing you with the specific type of questions your personality test will include, and to give you all the tricks and details you must know to solve it correctly, for example, you can check our Korn Ferry leadership assessment prep pack: The Korn Ferry Leadership assessments are well known for being a big challenge for both executive directors and juniors, due to their complexity, length, and tricky nature. our experts have created a prep pack to help you acquire all the necessary skills and knowledge to pass the exam. Our prep pack includes practice questions, study guides, and additional practice tests for the KFLAP and KF4 D exams. By simulating the exam format and covering key topics, you'll have the opportunity to strengthen your skills, identify areas for improvement, and enhance your chances of success.For only 79\$, You can ensure you are at your best when taking the SHL assessment and pass the test with ease! Congratulations! You have successfully completed our Free Psychometric Test. Now that youve familiarized yourself with the 3 main pre-employment psychometric exams and you have been introduced to different solving techniques, it is time to begin your practice. To do so, we highly recommend checking our comprehensive prep packs. Couldn't find your psychometric test here? Check the list below for information about more psychometric tests.

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