

© Laura Hooke, Loughborough
University London
Reviewer: Dr Kinga Zaczek,
Royal Holloway, University of
London

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Psychometric Tests – Useful Resources

The level of ability assessed in a test and the type of test used in job selection depends on the nature of the job and the employer. Before attempting a test as part of applying for a job, try a practice test that is similar to one or ones used by the employer and establish if you need to improve or refresh any skills. The following resources can help if you need to:

- Learn about tests
- Practice taking tests
- Improve your maths skills

Your university careers service may be able to help you too e.g. with practice tests and access to useful resources including practice tests.

Learn About Tests

To learn about the psychometric tests and get some advice the following may be useful:

- The [Psychological Testing Centre](#) of the British Psychological Society (BPS) includes information about tests used by employers and a [list of organisations](#) offering practice tests.
- [Targetjobs](#) and [Prospects](#) are well known websites that target university students and graduates with information, advice and job vacancies. Both include sections about tests and assessments used in job selection and tips for test takers.
- [PwC](#), one of the 'big four' professional services organisations, have a 'psychometric e-learn' on their website which is useful and you don't need to be an applicant for a job with them. It is open to everyone.
- Realise Potential include a [section of FAQs](#) for test takers.

A current trend in recruitment is games-based assessment. For more information:

- The [Target Jobs](#) website has an article on the subject, with links to the websites of companies currently using games-based assessment.
- [Arctic Shores](#) is a company selling game-based products to employers for use in job selection.

Practice Taking Tests

Most of these websites provide a number of free practice tests that assess numerical and maths ability:

- [PracticeReasoningTests](#) contains information on different tests and practice examples.
- [Assessment Day](#) offers a wealth of information, tips and a good range of practice tests (some free). Once you have taken a practice test, the answers are available.
- [Graduates First](#) includes a range of practice tests (some free), with answers available. You may be able to gain access to an enhanced version of Graduates First resources via your university careers service.
- [JobTestPrep](#) offers advice and a wide range of practice tests (£) that are designed to help prepare for many of the well-known tests and for a variety of employers e.g. NHS, civil service, Police, teacher training etc.
- [Practice Aptitude Test](#) provides example tests and assessments.
- [Institute of Psychometric Coaching](#) includes some free tests including numerical reasoning.

Companies that produce tests and sell them to employers often include examples of their tests on their websites, e.g.:

- [SHL Direct](#) offers a range of tests, including calculation, numerical reasoning plus inductive and deductive reasoning.
- [Saville Assessment](#) includes tips and a range of Saville's practice tests including numerical analysis and numerical comprehension.
- [Talent Q](#) has practice versions of Talent Q's tests (including numerical).
- [Cubiks](#) has assessments called 'The Logiks' with example ability tests (including numerical).
- [TalentLens](#) contains information about their various tests including the Watson Glaser critical thinking test and [some practice tests](#).

Improve Your Maths Skills

You may need to develop or refresh some of your maths skills, in order to improve your score in numerical or maths tests. Find out if your university has a maths support centre; most will support their current students and they might allow access to materials for their graduates too. The following may also be of help:

- [National Numeracy Challenge](#) is a free online tool to check your level of numeracy. Take the challenge and receive a breakdown of how you did and how to improve any areas of weakness.
- [mathcentre](#) contains a variety of helpful resources that can be searched by topic. For example 'numeracy skills' includes reading tables and graphs, a skill you will need for some numerical reasoning tests. The resources range from downloadable leaflets to videos.
- [Khan Academy](#) is a not-for-profit organisation based in the US. The website offers short, instructional videos and practice exercises for a wide range of maths topic.
- "[Just the Maths](#)" is a collection of separate units, in chronological topic-order, compiled in 2002. It is intended to service foundation level and first-year degree level courses. All units are presented as PDF files. The techniques are demonstrated by worked examples and reinforced by exercises. Answers to exercises are supplied at the end of each unit of work.
- [Maths E.G.](#) is a database of questions which can generate thousands of examples, each with fully-worked solutions. Most of the questions are at A-level standard, but some are at university level.
- [Wolfram | Alpha](#) is a US-based website that can provide knowledge and answers to questions related to various fields, including mathematics from elementary level to specific topics.
- [Interactive Mathematics](#) is a database of interactive PDF files. Topics are split into small chunks which makes it an ideal resource for you to use independently as self-study material. There are many examples and questions for you to work through.
- [statstutor](#) contains a variety of resources (case study videos, video tutorials, teach yourself materials, tests and quizzes and facts and formulae leaflets) covering many topics relating to statistics.

Books

If you like books, there are many on the subject of tests. Look for those that include the type of test that you will have to take e.g. numerical reasoning, and are pitched at the right level e.g. graduate or advanced. If you are unsure, ask your university careers service if they have any recommendations; they may list them on their website or have them available to look at in their centre. Examples include:

- Bryon, M. (2018) *Ultimate Psychometric Tests: Over 1000 Practical Questions for Verbal, Numerical, Diagrammatic and Personality Tests*. 4th edn. London: Kogan Page.
- Bryon, M. (2013) *How to Pass Graduate Psychometric Tests: Essential Preparation for Numerical and Verbal Ability Tests Plus Personality Questionnaires*. 4th edn. London: Kogan Page.
- Bryon, M. (2011) *The Graduate Psychometric Test Workbook: Essential Preparation for Quantitative Reasoning, Data Interpretation and Verbal Reasoning Tests*. 2nd edn. London: Kogan Page.
- Bryon, M. (2013) *How to Pass Advanced Numeracy Tests: Improve Your Scores in Numerical Reasoning and Data Interpretation Psychometric Tests*. 2nd edn. London: Kogan Page.
- Shavick, A. (2008) *Psychometric Tests for Graduates: Gain the Confidence You Need to Excel at Graduate-level Psychometric and Management Tests*. 2nd edn. London: How To Books.

This resource was produced by the **sigma** Network Employability Special Interest Group whose members are:

- Dr Kinga Zaczek, Royal Holloway, University of London
- Frances Whalley, University of Hertfordshire
- David Faulkner, University of Hertfordshire
- Laura Hooke, Loughborough University London