



You Want To Test My "What"? (How Insiders Get Jobs: 6-Mini-Course Series Book 5)

Signe Dayhoff

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Once upon a time when one was being evaluated as a candidate for a job, decision makers based their final pick on the candidate's experience, expertise, and how the candidate handled the interview. But not today! No, instead testing of all kinds has taken over. Most businesses have become convinced that tests will tell them everything they need to know in order not to spend money on an employee who won't work out in the long run. They rely on tests to make or support their selection of the new employee. However, there exists a problem. Not all these tests used are valid, reliable, or appropriate to selecting employees. As a result, it is questionable whether they can provide to the decision maker useful, accurate information on you currently or "predictions" about your future behavior and productivity. Their accuracy in assessing what they purport to assess may be of significant concern to the job candidate.

The company may choose to test your personality, intelligence, thinking preferences, communication, abilities, physicality, knowledge, judgment, honesty and integrity, mental health, handwriting, urine, what you do in privacy, what you do on your personal time, your habits, and so much more. Given all this, you may feel uncomfortable about taking them. However, questioning or refusing to take a test immediately marks you as an "independent thinker"—that's likely not a team player as well as a potential "troublemaker." If you want to be considered a viable candidate, you most often have to take the tests.

So what does this mean to you as a job-seeker? This means you must know

1. What tests they will give you (if it is possible to determine this before taking them)
2. What to expect in the tests that they will likely use
3. What the tests are really looking for
4. How the tests are constructed: objective or subjective
5. What formats the tests use: open answer or forced choice
6. How to respond to those specific formats
7. How to handle hypotheticals
8. What assumptions they make about your pattern of answers
9. What responses the company expects in its best candidates
10. How to prepare to take the tests to more likely be seen as a good company match.

"You Want to Test My 'What'?" is the fifth in the 6-mini-course series, "How Insiders Get Jobs." It explains the various tests you are most likely to encounter, their ostensible purposes, and how to spot that purpose and answer as expected. It explains what the questions are really trying to determine and what the "socially desirable" response for matching the job and company is likely to be. It demonstrates how you should and shouldn't answer the questions, and much, much more. When you know what to expect from testing and prepare for it, you are more likely to come across as being an "ideal candidate"—the poster child for the job and company.

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Debra Yarbrough:

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