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The activities are designed only to search for work-related abilities and competencies. They do not:

- probe your childhood or other personal details
- evaluate specific technical skills and knowledge (although drawing upon these may aid your performance).

Advantages for applicants

- You can share your working style and strengths.
- Your success is not only dependent on one or two interviews.
- Should you secure the position, you can be more confident that it will suit you and that the employer feels you have the potential to advance.
- , more equitable hiring practice.

Preparing for your assessment

- Familiarise yourself with the job description and desired competencies.
- Read all test materials carefully and thoroughly.
- Do some internet research on the employer, industry and assessment centres.
- interview and be yourself. There are benefits on both sides to fitting the right person to the right job. Expect to feel nervous before and during the assessment: the experience will involve some stress but is of great benefit to you.

After the assessment

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confidence. Even if you are not selected to progress further after psychometric and/or assessment centre testing, you have gained invaluable experience and feedback for next time.

Remember:

- Your results only reflect your performance on the day you were tested (many factors can affect this).
- all employers, or by the same organisation in the future.
- Evaluate your performance and any feedback given.
- You may have avoided a position which would not have been right for you in the long term.

Tip: Be yourself. In an assessment finding a fit. The employer is looking to match your

There are lots of free psychometric tests and information on assessment centres online. Here are some sites to

