



Pre-Employment Assessments

HOW TO TAKE ONE TO GET THE JOB!

February 2023

Found a new job? We want to hear about your experience. Email mhegarty@pmi-dvc.org

Introduction

- ✓ Used frequently to measure behavioral outcomes
- ✓ Often referred to as career tests
- ✓ Can make or break the application process
- ✓ Used to align the right personality traits to the type of person the company is looking for (or will fit into the company culture)
- ✓ Many of the test follow a similar pattern
- ✓ Preparation is the key to success before you start even one interview



Common Pre-Employment Assessment Tests

- ❖ **Caliper Personality Test** – been used for over 50 yrs by 65K companies; measures natural strengths, motivations, competencies, and potential to succeed; inclination to interact with peers and managers; attitudes toward performance-related obstacles; approaches to social interactions, problem solving and time management
- ❖ **Predictive Index** – science based, behavioral assessment that measures personality to indicate potential success at job performance, similar to Caliper with a slightly different approach
- ❖ **Myers-Briggs** – Discussed in the Aug 2022 PMI-DVC Newsletter

- ❖ **Wonderlic** – used by the NFL to select players; measures learning styles, cognitive ability, motivation, and personality
- ❖ **Plum.io** – newer tests but popular; measures traits like adaptability, innovation, communication; ranked on your strengths and weaknesses within the different talents and ranked against the other candidates



February 2023

Found a new job? We want to hear about your experience. Email mhegarty@pmi-dvc.org

How to Prepare for a Pre-Employment Assessment

- Understand why you are being given the test
- Be honest (53% of all job applicants lie on their resume)
- Take test in context
- Practice ahead of time
- Honest is always the best policy



How to Pass a Pre-Employment Assessment



- Sign up for practice assessments
- Don't try to trick the tests
- Have an understanding of what the employer is looking for

February 2023

Found a new job? We want to hear about your experience. Email mhegarty@pmi-dvc.org

Self-Awareness

Know your strengths and weaknesses early and often!



Key to performing the way you want to on a pre-employment assessment



Many people fail as a result of not knowing themselves (even if you think you do)



Use practice testing to prepare



Don't procrastinate

Pre-Assessment Test Outcomes

#1

You get the Job!!



#2

You get offered a position other than the one for which you applied.



#3

You don't get the Job.



No matter what the outcome, take some time to review what you did well and what you need to work on for the future.