

# An Introduction to Psychometric Assessments



# What is a psychometric assessment?

The term “psychometric” is derived from two words:

- “Psycho” relating to the mind
- “Metric” meaning measurement



The **British Psychological Society (BPS)** defines a psychometric test as:

“An assessment procedure designed to provide objective measures of one or more psychological characteristics.”

Types of psychometric assessments include:

- **Ability:** used to measure an individual’s cognitive ability by assessing what they are currently capable of doing
- **Attainment:** used to assess learned knowledge or acquired skills
- **Aptitude:** used to measure the mental abilities that affect the likelihood of someone acquiring skills for a specific job
- **Personality:** used to measure someone’s typical behaviour and preferences.



# Why should we use psychometrics in the workplace?

By using psychometrics, you can:

- Predict performance, competence, motivations and preferences in the workplace
- Promote a fair and standardised selection procedure
- Gain a well-rounded, in-depth view of an individual or team
- Increase self-awareness
- Provide actionable feedback
- Identify and resolve areas of concern
- Support individuals in their roles and encourage personal and team development



# How can we use psychometrics in the workplace?

Psychometric assessments can be used across the employee life cycle. They help us to make better, informed decisions within selection and have more meaningful conversations within development and coaching contexts.



## Using psychometrics in recruitment:



Unlike CVs and interviews, psychometric assessments provide an objective and standardised assessment of an individual's abilities or other characteristics. This reduces the risk of bias and makes the assessment fair for everyone to complete.

The selection process can cost an organisation time, resources and money. Using psychometrics in recruitment can help organisations find the most suitable candidate and consequently helps reduce costs from a high turnover.



**Consider this:** you have narrowed your search for a new office administrator to 5 candidates. They each have similar experience and qualifications. How do you choose between them?



You could administer a psychometric test to:

Identify how their preferences may compliment or differ from the role requirements.



*For example, candidate one's personality assessment shows a strong dislike for looking at the details. This could cause problems as the role requires a high level of attention to detail.*



Identify how well the individual performs in relevant skills.

*For example, you may want to assess how well the individual can identify errors in written information.*



Create interview questions for each candidate exploring the potential impact their abilities and preferences would have on their job performance.



*For example, "How do you feel working with complex information?"*

Psychometric assessments can be used alongside other selection methods to provide additional insight into the candidate's suitability.

## Using psychometrics in development:



Psychometric assessments can provide a deeper insight into an individual by revealing their strengths and potential areas for development. This not only supports the individual, but also provides employers with focus points for future development and training.

They can also be used to gain further insight into a team's functioning by identifying sources of conflict and highlighting their strengths as a group.



**Consider this:** a manager has recently approached you with concerns about one of their employees. How can you help?

You could administer a psychometric test to:

Highlight their strengths and potential development areas.



Provide feedback on their results and encourage self-awareness.



Set development goals that are both meaningful and relevant to the employee's role.

Psychometric assessments, alongside development-focused feedback, can encourage an individual to reach their fullest potential.

## Next Steps

Psysoft provides a convenient and efficient psychometric testing service through Psycentre to help you recruit and select the most talented candidates. We also offer assessments that can be used for development purposes to help your employees improve important skills.

**Psycentre**  
PSYCHOMETRIC TESTING

The Introduction to Psychometric Testing online course provides an overview of psychometric tests, their properties, and how they should be used in the workplace. It teaches you the basics of scoring psychometric tests and covers best practice principles.

**Online**   
**COURSES**

Through a mixture of independent and online learning, the BPS Test User: Occupational, Ability course will provide you with the principles of ability testing and qualify you to use ability tests from all the UK's main publishers.



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**Occupational, Ability**

The BPS Test User: Occupational, Ability and Personality course will qualify you in both ability and personality psychometric testing. The training also includes qualification in the HUCAMA Factors assessments (Ability, Personality and Competency).



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