

What are psychometric tests?

Psychologists develop and use psychometric or personality tests, to provide measurements of personality traits and link them to behaviour or performance in particular situations.

There are many pop quizzes and internet tests available. Most of these are not psychometrically valid, but they can be a bit of fun.

Validated psychometric testing will help provide an understanding of individual personality preferences; for example, does someone lead by consensus or command, do they display high activity levels or do they prefer sedentary work.

What do psychometric test results really mean?

Psychometric testing helps select candidates who naturally suit a role and situation. Individuals with a good natural personality fit to the organisation and role will be best suited to employment and are more likely to excel in the position.

Psychometric tests are not definitive; they should not be the sole determinant of candidate selection. However, used as part of sound selection process psychometric testing can help employers gain an insight into the personality and other psychological aspects of potential candidates.

Using psychometric test results

A good candidate selection process builds up more and more knowledge of the applicants, providing an increasingly sound basis for selection. For example;

- Select interview list from applications and information supplied.
- Interview based on job description and targeted interview¹ questions.
- Select short list of candidates.
- Use the psychometric testing to gain further understanding of the candidates.
- Check the candidate references using all available information.
- Interview selected shortlist using targeted questions, reference and profile insight.
- Select candidate.
- Review performance using a targeted appraisal² system.

1 See pick24 Interview Guide samples available after registration.

2 See pick24 Appraisal Guide samples available after registration.

What does pick24 offer?

pick24 tests are exclusive to pick24. Our tests have been validated in international peer-reviewed academic literature and have been confirmed in application throughout the US, UK, New Zealand, Australia and Asia.

pick24 has the critical and unique capability of using the job description to target personality traits and tailor interview and appraisal guides to the role.

pick24 has specific psychometric tests in the areas of personality, honesty, company culture, leadership and strategic planning. After registration, overviews of these tests are available off the testing dashboard.

pick24 provides a simple and easy to use integrated system that supports the development of job descriptions and the management of the testing process. Tests, results and management can be local or accessed remotely, making it easier for both candidates and employers.

Key Points

- pick24 helps you choose the best people.
- pick24 tests and guides are targeted, validated and independent.
- pick24 processes are transparent and legally defensible.
- pick24 lowers recruitment costs and associated administration overhead



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