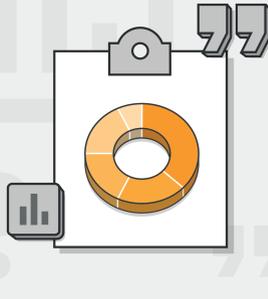


# Psychometric Tests Real World Survey

2020 / 2021



## Results

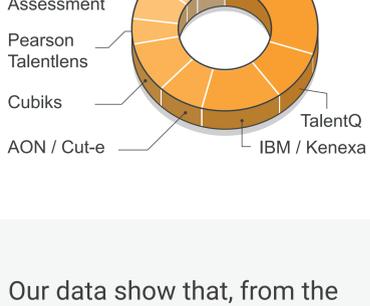


Here we present the summary findings of AssessmentDay's 2020/2021 'real world' psychometric test survey. Between the period 1 June 2020 and 31 Dec 2020 AssessmentDay surveyed its users to find out how employers are using psychometric tests, which tests, when, and people's reactions to the tests.

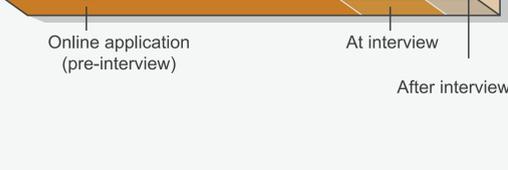
## Numerical Reasoning

**SHL is the most common test publisher** of numerical reasoning tests. From over 1000 numerical tests reviewed, SHL were the publisher for 32% of them.

Sample size = 1307 (Sept 2020)



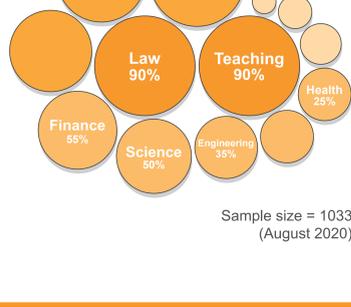
Our data show that, from the 1462 respondents, numerical reasoning tests usually occur **before any interviews** - most commonly during your online application.



## Verbal Reasoning

Verbal reasoning is one of the most common aptitude tests to take - however how common is it for each sector?

There is a **90%** chance of facing a verbal reasoning test when applying to **law and teaching roles**, with engineering favouring mechanical skills over verbal.

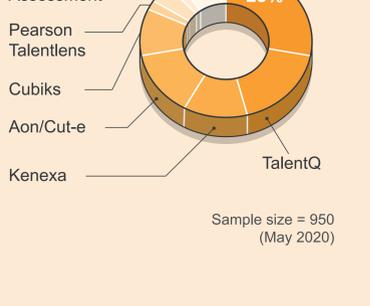


Sample size = 1033 (August 2020)

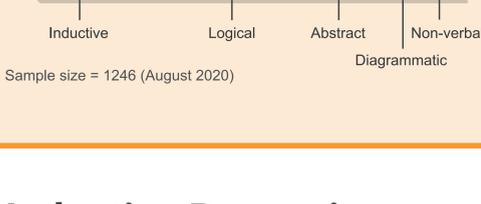
## Logical Reasoning

**SHL tops the list** as the most used test publisher for logical reasoning tests, with TalentQ a close second.

Logical reasoning is just one of many names for logic-based tests. From our sample, the **most common** title was 'inductive reasoning'



Sample size = 950 (May 2020)

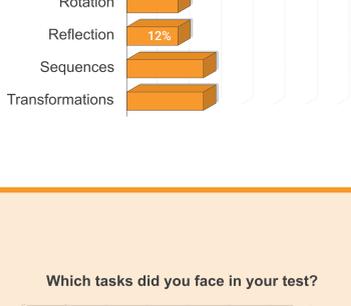


Sample size = 1246 (August 2020)

## Inductive Reasoning

We asked inductive test takers what they felt was the most difficult part of the test...

**30%** of candidates felt that **timekeeping** was the **hardest part** - with inductive tests notoriously a fast-paced test.

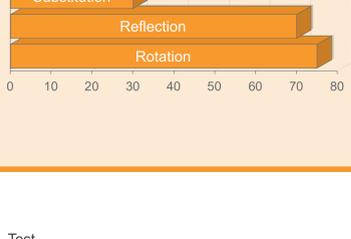


Sample size = 1148 (August 2020)

## Diagrammatic Reasoning

Diagrammatic tests consist of many types of tasks that it hard to know what is likely to come up in the test.

From our sample, **75%** of candidates faced 'rotation' questions as part of their test with calculation and substitution questions occurring the least.

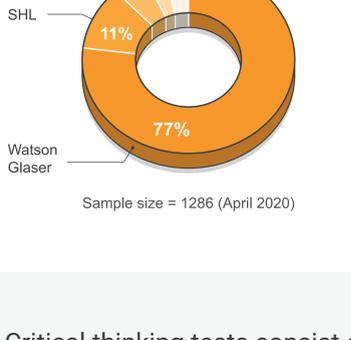


Sample size = 322 (April 2020)

## Critical Thinking

**Watson Glaser** are synonymous with critical thinking tests and their market share confirms that.

**77%** of critical thinking tests, from our sample of over 1200 test takers, were published by **Watson Glaser**.

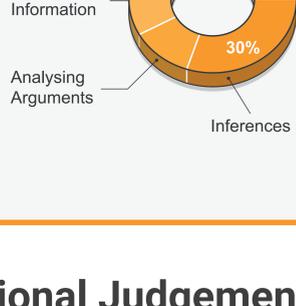


Sample size = 1286 (April 2020)

Critical thinking tests consist of **five different parts**.

When asked what was the most difficult part of their critical reasoning test, **35%** of candidates found 'assumptions' to be the hardest.

Sample size = 1322 (April 2020)

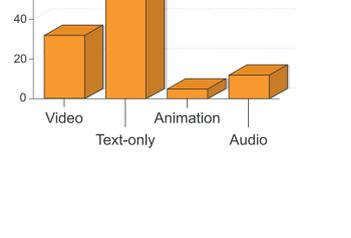


## Situational Judgement

Situational judgement tests (sjt) come in many forms and are often unique to the role/hiring company.

**Over 70%** of candidates prefer an sjt that is **representative of the role and working environment** they are applying to.

**80%** of situational judgement tests that candidates had taken were **text-only**.

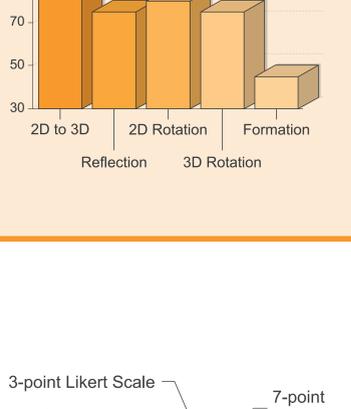


Sample size = 1445 (May 2020)

## Spatial Reasoning

Spatial reasoning tests incorporate various different tasks - **85%** of candidates faced '2D to 3D' questions as part of their spatial reasoning tests.

Most of the common tasks occur at high percentages, so are likely to be in each test, other than 'formation'.



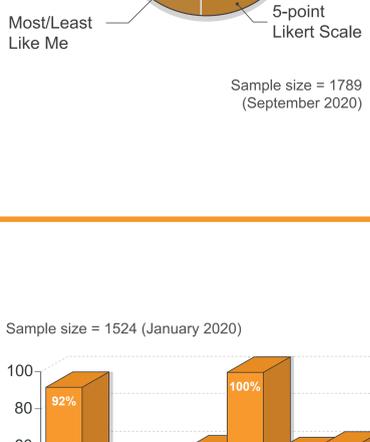
Sample size = 533 (March 2020)

## Personality Tests

Personality tests are one of the most common aptitude tests and they take many different forms.

From our sample, **over 50%** used some form of 'likert scale' as the format of their questions

Interestingly, **over 65%** of our respondents revealed that they **manipulated their answers** to appear more favourably to the employer.

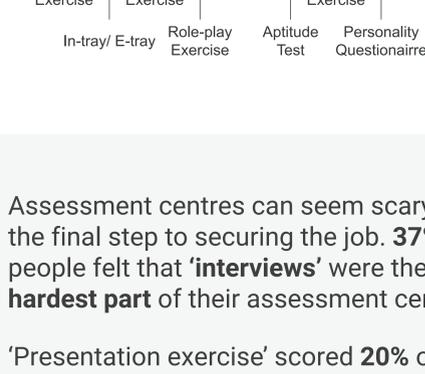


Sample size = 1789 (September 2020)

## Assessment Centres

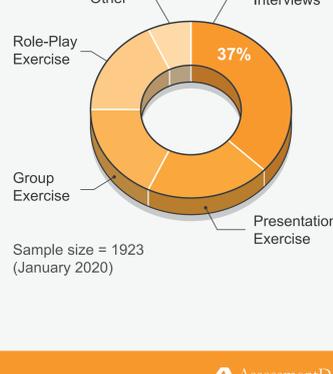
Assessment centres (ACs) are unique to hiring companies and usually the final step of an application process.

You can usually find online what the hiring company's assessment centre will consist of. From our survey, **92%** of respondents faced a 'group exercise' as part of their assessment centre.



Assessment centres can seem scary, it's the final step to 'securing' the job. **37%** of people felt that 'interviews' were the **hardest part** of their assessment centre.

'Presentation exercise' scored **20%** of the vote, which deserves a mention as **only 52%** of the respondents encountered one as part of their assessment centre.



Sample size = 1923 (January 2020)