Test Structure

Tests are timed and are typically multiple choice. It is not uncommon for some available answers to be deliberately misleading so you must take care as you work through an aptitude test. Some tests escalate in difficulty as they progress. Typically these tests are not designed to be finished by candidates.

Scores and Marking

Your score relates your performance to an average group. Your aptitude, ability or intelligence has a relative value to this average result.

Typically, an 'average' performance is all that is required to pass an aptitude test. Most employers take people's backgrounds into consideration for marking. For example, maths graduates will have an unfair advantage over arts graduates on a numerical test. Consequently, most employers use these tests as only part of the assessment process.

Negative marking

Many aptitude tests incorporate negative marking. If this is the case, you will normally be told beforehand. In any test that does incorporate negative marking, you must not guess answers, even if you are under extreme time pressure, as you will undo your chances of passing.