

# The Basis of Interview

Interview is an effective evaluation and in-depth study of a candidate which is not possible in the examination system. Interview is a conversation with a purpose and is a direct method of enquiry that enables the interviewer to assess the personality of the interviewee by posing general and technical questions that allow the interviewee to show his behaviour in a given situation.

Interview is a face-to-face interpersonal role in which the interviewer asks the selected set of questions to the candidate in order to assess the ability and suitability of the candidates for the job.



Generally, interviews will happen between Day 2 to Day 4 of your stay in SSB and interview is taken by the President of Board, the Vice-President or similar rank officers.

You will be informed well in advance about interview and the place where it will be held. In case, your interview is on Day 3 or Day 4 immediately after the GTO testing, you may be asked to come in sports dress itself, but in case you have time, you can change to formal dress for interview.

## Objectives of Interview

The basic objective of the interview is to get an insight of the candidate's personality by friendly conversation and to assess the degree to which he possesses the officer like qualities. The candidate will be interviewed by the President or the Vice-President who will have before him a Personal Information Questionnaire (PIQ) form, which the candidate has filled on the first day.

He will ask questions on matters of general interest. The objective of the interview is to assess the personal suitability of the candidate for a career in armed forces by a competent unbiased observer.

The test is intended to judge the mental calibre of a candidate. This is an assessment of intellectual qualities, social traits and his interest in current affairs.

The technique of the interview is not a strict cross-examination but of a natural, though directed and purposive conversation which is intended to reveal the mental qualities of the candidate.

The interview test is not intended to be a test either of the specialised or general knowledge of the candidates. Candidates are expected to have taken an intelligent interest not only in their special subjects of academic study, but also in the events which are happening around them both within and outside their own state or country as well as in modern currents of thought and in new discoveries which should rouse the curiosity of well educated youth.

Interview is a conversation with purpose. It will involve only two persons *i.e.* Interviewing Officer and you.

Through this technique, the following aspects are to be assessed :

- Mental alertness
- Power of Assimilation
- Planning and organisation
- Effective intelligence, reasoning, organising, expression
- Social adjustment
- Adaptability, cooperation, responsibility
- Social effectiveness
- Initiative, self-confidence, decision-making power, influence to the team, cheerful nature, resourcefulness
- Courage, enthusiasm, stamina, determination

## Preparation of Interview

You must be fully prepared about following aspects before going to interview :

- You must remember your PIQ form and be ready to answer the same.
- Prepare some General knowledge questions which are related to current affairs.
- Prepare questions about your hobby and extra-curricular activity.
- Knowledge about your place of residence and place of work, in case you are working.
- Knowledge about your friends, family, school, college, any recent incident related with your hobby, extra-curricular activity that you mentioned in PIQ form.
- Remember your education, achievements, work and try to arrange it in chronological order.

## Physical Appearance and Dress

The looks, appearance and dress of the candidate indicates his personality. So, be aware of these things also.

- Your dress should be neat, clean and well ironed.
- Your shoes should be clean and well polished.
- Avoid wearing new dress for interview. Your dress should be simple and sober and according to the season of the place.
- Don't carry your mobile, wallet, wrist watch. Tuck in shirt and make sure your look should be as that of a gentleman. Use washed socks.
- Do carry pen and blank sheet in your pocket.
- If your interview is conducted during the GTO tasks then you have to go there in the same PT dress. But make sure, your shoes laces are properly tied, socks are pulled up, shirt tucked in and no button is loose and open.
- Your hair should be properly combed.
- Use of colognes and perfumes should be avoided.

## While Waiting and Entry into the Room

- While going for the interview, make sure you are wearing chest number and it is properly tied.
- When you will be notified about your turn of interview, go to waiting room and wait for your turn.
- While waiting for your interview, don't talk with people waiting there and don't talk to persons who are coming after completing their interviews.
- Do not feel nervous while entering the room and be confident.
- Before entering the room, take permission.
- Take an entry in the interview room with your head held high.

- As you will enter interview room, interviewee will welcome you with a good smile and sometimes with a handshake. So, give him very good response.
- Do not offer handshake from your side.
- Don't sit without taking permission and even don't stand in front of the chair. Try to stand near to the chair. After getting permission, thank him with good gestures.

## Body Language During Interview

Non-verbal language is an important part of any interview. Often decisions about the candidates are made in seconds, sometimes before the candidates even have a chance to speak. Since, body language is such an important part of communication. It's important to be aware of it during a job interview. Positive body language can put people at ease and make them feel comfortable around you.

### *Clarity of thought and explanations*

- The thought and answers coming from the candidate should be clear.
- Not give Yes/No type of replies.
- Explain your answer with positive points.

Here are a few points that you should keep in mind about your body languages and gestures during an interview :

- Try to keep your hands out of your pockets at all times during the interview.
- Do not fidget with your hands, it makes you look nervous and unsure of yourself.
- Beware of over using hand gestures. It can be highly distracting and take away from what you are saying. Watch your interviewer. If he or she is using hand gestures, you may as well.
- During an interview, avoid folding your arms because it can be interpreted as a defensive move. Fold your hands loosely on your lap or place your arms on the arm rests, if your chair has them.
- Don't shake your legs and don't do any moves which will give bad impression of your image to him.
- Eyes are the mirror of the personality so it's very important to make eye contact. However make sure, it is natural eye contact and not staring.
- You should try to look at your interviewer's nose. It will help you to make eye contact.
- Do not look at the ceiling or floor to compose your thoughts, it makes you look insincere or unprepared.
- A smile while maintaining eye contact is sometimes the difference between a positive body language message and staring.
- Never look down, this might indicate that you don't believe what you are saying and give connotations of submissiveness.

## Sitting Posture

- You should have a proper sitting posture during the interview.
- When standing or sitting, do so with a straight back and squared shoulders. Slouching will give the impression of a negative attitude.
- When sitting, put both feet on the floor and lean slightly forward. Leaning back in your chair will give the impression you are comfortable and may be appropriate towards the middle or end of the interview.

## Interview Questions

The interests question will vary depending on the individual's interests, some of which are sports, games, music, art, literature and many more.

There will also be questions that will check your knowledge in your area of interest and also related to your academic background. There will also be questions which check your leadership and organisational capability, current affairs, general knowledge questions and a few practical questions.

Interview Questions (What candidate is asked)	Purposes (The Interviewer wants to know)
1. Educational	To judge intelligence level
2. Family background	Environment where the candidate has grown
3. Co-curricula activity	Organising and initiation skill
4. Friends circle	Social and Extrovertness
5. Activity planning	Planning and Dynamism
6. Reasons for joining defence	Motivation for defence forces
7. Describing personality in terms of strength and weakness	Natural projection of what one is – no masking

## General Questions

- Tell me something about yourself?
- What is the meaning of your name?
- Which is your native place?
- Tell me something about your home town.
- What are the population/ language/ important features/ tourist places of your place?
- What is your current occupation?
- What are your strengths and weaknesses?
- What things do you like about your native place?
- Why do you want to join the force?
- What if you don't get recommended?
- What motivates you to do your best on the job?

- Tell me about your ability to work under pressure.
- Tell me a situation when you had to work in a team environment. How was your performance?
- Tell me an example of an important goal you set and how you achieved it.

### *Educational Qualification*

- Which school and college did you attend from primary to graduate level?
- What is your favourite area of study/subject?
- Which teacher do you like very much and why?
- Tell me about your specific achievements during your study.
- Did you choose your area of study or group of study by yourself or did you do that by compulsion?
- How much did you score in your tenth, twelfth, college?
- What is the reason behind your poor grades?

### *Family and Friends*

- What is your mother/father's educational qualification?
- What is the job of your mother/father?
- What is the monthly income of your family?
- How many brothers and sisters do you have? What is their qualification? What are they doing presently?
- How much pocket money did you get when you were in college and how did you utilise it?
- What activities do you do on your holidays?
- How do you decide your friends?
- How many friends do you have?
- How have you helped your friend in their time of need?
- Among your friends, to whom do you share your personal things?

### *Present Occupation*

- Presently, what are you doing?
- Why are you interested in working for this company?
- What position do you serve in your company?
- What is the nature of your work?
- How much is the turnover/sales of your company?
- What are the future prospects of yours?
- Describe the biggest challenge you have had in your job and how you handled it?
- What are your two accomplishments at your present job?
- Why do you want to leave your current job?

### *Hobbies/Interests/Sports and Extra-Curricular Activities*

- What is your favourite hobby and why?
- How long do you have this as a hobby?
- Describe about the things that you have learned from your hobby.
- Give details of your extra-curricular activities.
- Why did you not continue this activity?
- What is your favourite outdoor/indoor game?
- What level have you played to?
- What role do you play while playing?
- What is the size of the ground, number of players, equipment and terminology of the game?
- Who/what are your favourite team/players?
- What is your best memory of the game?
- What are the duties of a captain?



### Do's and Don'ts for Interview

#### *Do's*

- ♦ Your **voice should be very clear** and audible when you explain your thoughts.
- ♦ Tell the interviewer, things that are not mentioned, for instance your special qualities, goals, ambitions, source of motivation, unique traits etc.
- ♦ Maintain a **positive, confident attitude** throughout the interview and avoid making excuses or blaming others.
- ♦ **Be honest** when you are asked about weaknesses or past failures.
- ♦ Always focus on positive elements such as what you learned from a past failure, or what steps you are taking to improve yourself.
- ♦ Answer all the questions with a **smile on your face** and answer truthfully.
- ♦ Always try to explain things in a very simple and very elegant way, the interviewer will surely be impressed.
- ♦ Show your enthusiasm by keeping an interesting expression.
- ♦ Try to keep your answers **brief and to the point**, but don't just give 'yes' and 'no' responses.

#### *Don'ts*

- ♦ If you don't know an answer, think for a while if you can and if not, then politely reply "Sir, I am sorry, I don't know the answer".
- ♦ If you didn't hear the question properly, then politely say pardon me sir and ask to repeat the question again.
- ♦ Don't use heavy words and long sentences while answering.
- ♦ Do not expose your disappointment or failure *via* any means and don't lose your ground even to a tough questions.

- ♦ Be yourself. Don't try to present a false image of yourself.
- ♦ While answering the self-descriptive questions, do not just produce what is written in the PIQ form.
- ♦ After finishing interview, don't forget to thank the officer.

## Approach for General Interview Questions

### Q Tell me about yourself.

👤 **How to Approach** Generally, this is the first and most frequent question asked by the interviewer. You should not start to tell all matter or things about yourself. Your interviewer is not looking for a 5 minute dissertation here. Instead, give to the point answer with a sentence or two that sets the stage for further discussion and sets you apart from the other candidates. Give them your 'synopsis' about you. You have to tell him what's your USP (Unique Selling Proposition). Tell him your biggest strength and major benefit that armed forces will derive from this strength.

\* "Sir, I am a project Engineer in Tata Motors. I am part of the project team that developed 'Nano model' within record time and minimum price".

### Q What is your greatest weakness?

👤 **How to Approach** There are many ways, you can answer this question. The smart way is to mention skills that are not very important for the job or you can mention the traits you have improved on or simply mention how you turn a negative into a positive.

For doing that you have to analyse the key qualities first which are required for the position and then come up with an honest shortcoming which is not essential for the position. Another way is to discuss traits or qualities you have developed or improved upon during your previous job, so in that way you are showing the interviewer that you can make improvement when necessary.

\* "I like to make sure that my work is perfect, so I tend to spend a little time checking it. However, I always try to make a balance by setting up a system to ensure everything is done correctly the first time".

### Q What is your greatest strength?

👤 **How to Approach** The best way to answer this question is to start with the attributes that will qualify you for the job. You have to describe the skills and experience that directly correlate with the demand of the armed force.

\* "I am good at organising things. When I am working on a project, I do not just organise the man and materials properly, but I prefer optimum utilisation of the resources within stipulated time".

### Q Tell me about your previous job.

👤 **How to Approach** When you're asked about your previous job, don't be too negative because you should not make the interviewer think that you'll speak negative about the previous job or the company when you're ready to move on, in case you get this job. Instead, it makes sense to talk about yourself and what you're looking for in a new role.



*\* I enjoyed the people working in the organisation. It is a friendly and fun atmosphere and I actually enjoy going into work each morning. I feel leading them is great as well. They know all of their employees on a first name basis and try to make those personal connections. I also enjoyed the fact that the office tried to do community outreach with local organisations.*

**Q Why do you want to leave your present job/Why do you want to join the armed forces?**

**How to Approach** This is one of the questions that is frequently asked in an interview. Regardless of the fact why you left, don't speak bad about your previous job or organisation.

Instead, be direct and focussed on your interview and answer on the future, especially if you are leaving under the best of circumstances. Prepare answer to this type of interview question, well in advance. Practice your responses so that you sound positive and clear, about circumstances and your goals for the future.

*\* The most important reason for leaving is that I felt I was not challenged enough at the job. For a new employee in the working world, the organisation offers a great opportunity for a good entry level position. However, after working there for so many years, I felt that I was not able to reach my full potential because of the lack of challenge and there was no space for advancement in the organisation.*

*I did enjoy working there and developed skills, still I feel my skill set can be better utilised in Armed forces where my capabilities are recognised and there is an opportunity for growth.*

**Q Describe a difficult work situation and how did you overcome it?**

**How to Approach** The interviewer asks this question because he wants to know that how you behaved in the past and what will you do in the future. So, always give your answer with concrete example of a difficult situation that you actually faced. Keep your answers positive and be specific.

*\* In my previous job, when the product development stalled, I coordinated the team and reorganised the resources and managed to give the schedule back on track. We were able to successfully troubleshoot the issues and solve the problem within a stipulated time.*

# MODEL INTERVIEW 1

*Candidate enters in the room where the interviewer is already sitting; interviewer offers him a seat to sit and then interview starts.*

**Q** How was your stay at the SSB?

■ It was very interesting, enjoyable, I made new friends. Overall, it's a memorable experience.

**Q** Tell me about yourself.

■ I'm a young achiever who is a captain of his team that won the Inter University Football Championship for the first time. And I will be very pleased to do the same with army.

**Q** Which is your native place?

■ Lucknow.

**Q** Tell me something about Lucknow.

■ It is an historical and cultural city. Now it is administrative, commercial and educational centre of Uttar Pradesh.

**Q** What is your educational qualification?

■ Sir, this year I have passed BA honours in Geography.

**Q** How was your performance?

■ I passed with second class marks.

**Q** What was the reason behind your low score?

■ I was actively involved with football team of my college and much of my time was spent on playing and training. So, I was not able to concentrate much on studies.

**Q** Why do you want to join the armed forces?

■ Sir, I want to join the armed forces because it offers me the unique chance of holding a job that combines in itself a good status and a good future prospect, active life and service of the country.

**Q** How playing football is going to help you in the armed forces?

■ It made me become more disciplined and organised person. It's a team game, so it helps me to develop team spirit in me and it also improved my fitness level. I think these qualities must be required to become an Army Officer.

**Q** What's the most difficult part of being a captain?

■ I think every captain finds it challenging to motivate the team when it's in a loose patch. But that's probably the strongest test of a captain. I feel this is one area where I excel.

**Q** Why India is not doing well in football?

■ Sir, there are many factors but most important are lack of finance, poor infrastructure, bleak future, lack of modern techniques, favouritism and nepotism and lastly and most important the lack of national spirit.

**Q** Tell me about your family background?

■ My father is a Bank Manager in SBI and my mother is a housewife.

**Q** How many brothers and sisters do you have? And what are they doing?

■ Sir I have a brother and a sister. Sister works as a teacher in a government school and brother is preparing for a medical career.

**Q** What do you feel are your greatest strengths?

■ My greatest strength is that I have a lot of initiative. I always look for a better way to do things at work. e.g., one time during a tournament, I gave chance to some new players and they performed really well.

**Q** What do you feel are your weaknesses?

■ I am very hard on myself. I am always expecting myself to do a little bit more. However, I guess this works out well for me over the year. Or I have never been very comfortable with public speaking which at times a hindrance in the work. But, since I become captain of my team I've given lots of presentations to my team which enabled me to overcome my life-long fear. I still don't love it, but no one else can tell.

**Q** What are your long range goals?

■ I am looking for a position in an institution where I can stay and grow with and I feel in the armed forces as an Officer, would give me this opportunity.

**Q** How would you describe yourself?

■ I am a fun loving person who really enjoy meeting and working with a lot of different people.

**Q** Do you prefer to work independently or on a team?

■ I am equally comfortable working as a member of a team and independently. In college, I enjoyed playing football and performing with the marching band. Each required a different kind of team play, but the overall goal of learning to be a member of a group was invaluable.

**Q** What is your greatest failure and what did you learn from it?

■ When I was in the last year of college, I didn't take my studies very seriously and assumed that, I will be able to get good marks just like in

previous years. My low marks in the final year showed me otherwise. I'd even jeopardised my scholarship status.

I learned that no matter what I'm doing, I should strive to do it to the best of my ability. Otherwise, it's not worth doing at all.

**Q What motivates you?**

■ I have always been motivated by the tough challenge. This motivates me to do my best.

**Q How would your friends describe you?**

■ My friends would probably say that I am very persistent. I have never been afraid of keep on going until I get what I want. When I was in the first year of my college, my friends say you will never going to make in the college's football team, but I worked hard and not only got selected in the team but by the time of final year, I became captain of the team. A lot of people might have given up after the first rejection, but it's just not in my nature. If I know something is possible, I have to keep trying until I get it.

**Q Apart from playing football, what are the other hobbies or interest that you have?**

■ Sir, I like to read good books.

**Q What good books have you read lately?**

■ 'India after Gandhi' by Ramchandra Guha.

**Q What's the theme of this book?**

■ It is a commentary on political, socio-economic history of India after Mahatma Gandhi's death.

**Q How do you feel about the work environment in the armed force?**

■ I greatly admire it as an institution that hires and promotes on merit alone. That's the best type of work environment you can hope to find.

**Q Why aren't you focusing on earning more money at this stage of your career**

■ Making money is very important to me, but throughout my life, it's been more important to me is doing that work I really like to do.

**Q Suppose you do not get selected. What will be your further course of action?**

■ Sir, I have done very well in the test and very hopeful for my success but if I am not selected then I will try for another attempt next year with more preparation.

Thank you Mr Rahul wish you all the best.

Thank you sir, good bye.

*After the conversation ends, candidate leaves the room with the permission of the Interviewer and thanks him.*

# MODEL INTERVIEW 2

*The candidate name is Sameer. He belongs to Agra, Uttar Pradesh. He has dressed himself in Black trousers, dark blue shirt and a matching tie. When his turn comes up for interview he gives a gentle tap on the door for formal permission to enter the room. When he is allowed to enter, he proceeds towards the board members.*

**Sameer** May I come in, Sir?

**Interviewing Officer (IO)** Yes, Please come in

**Sameer** Good afternoon, Sir

**IO** Good afternoon, Mr. Sameer. Please take your seat.

**Sameer** Thank you, Sir

**IO** What is the meaning of your name?

**Sameer** Sir, the name Sameer is derived from the Sanskrit word meaning gust of wind or gentle breeze.

**IO** Tell the other names related to same meaning of your name?

**Sameer** Sir, I know few of them like Samir Nasei, French footballer, Samer Hasan, a Telugu actor and Sameer Dattani, an Indian film actor.

**IO** Where are you from Sameer?

**Sameer** Sir, I am from Agra, Uttar Pradesh

**IO** What is the historical significance of your city?

**Sameer** Sir, Agra city is recognized well with the Mughal Empire. Its historical linkages are associated with the Mahabharata period.

**IO** Tell me about your educational Qualification?

**Sameer** Sir, I hold a Bachelor's Degree in Chemistry from Ramjas college, Delhi.

**IO** Did you go for any other examination other than this?

**Sameer** Yes, Sir. I have appeared in Indian Administrative Service

**IO** Why did you switch over to Indian Armed forces if you gave IAS Exam?

**Sameer** Sir, because I feel joining Indian Armed Forces is not a job, but it is also a way to serve my country in a better way.

**IO** I find from your Bio-Data that you like to read Books. So, tell me what all books have you read?

**Sameer** Sir, I have read One Night at the call centre, The Three mistake of my life, Five point someone all three by Chetan Bhagat and now, I have just started with 'The monk who sold his Ferrari' by Robin Sharma.

- IO** What was the name of the girl character in Five point someone?
- Sameer** Sir, the name of the character was Neha.
- IO** Tell me one good quality and one bad quality about Neha.
- Sameer** The good quality about the character was the friendly nature of Neha and the bad quality was her irresponsibility.
- IO** Ok, Sameer what do you mean by Global warming?
- Sameer** Sir, Global warming is the rise in the temperature of the earth due to the rise in the concentration the Greenhouse gases.
- IO** What is greenhouse effect?
- Sameer** Sir, it is the effect which is caused when the increased concentration of the greenhouse gases traps the harmful infra red radiations emitted by earth after reflection.
- IO** Why does the radiations get trapped inside the atmosphere?
- Sameer** The greenhouse gases trap them and don't allow them to leave the atmosphere.
- IO** Then how do the radiations enter the atmosphere?
- Sameer** (confused) sorry sir
- IO** Never mind (officer changed the subject). What motivates you?
- Sameer** Sir, I have always been motivated by the challenges which always motivate me to do my best.
- IO** What are the qualities of an army officer or what are the qualities that are required in a person to join the Armed Forces?
- Sameer** Sir, first of all courage is required because Army requires a lot of courage. Apart from this the qualities required includes leadership, team-spirit, cooperation, discipline, self-confidence.
- IO** Ok, Sameer tell me why should we select you?
- Sameer** Sir, when I decided to be in the force, I read about the scope and responsibilities of an officer in the force. And I believe that I possess the aptitude needed to serve in this prestigious career.
- IO** Ok Sameer, thank you so much, good day and all the best (The officer extends his hand).
- Sameer** (Shaking the hand) Thank you sir. (He gets up and with a slight bow, he smiles and says good bye. He walks out with the permission of IO)

# MODEL INTERVIEW 3

*The Candidate name is Manish Agrawal. He belongs to Chennai, Tamil Nadu. He has dressed himself in Black trousers, navy blue coloured T shirt. When his turn comes, he gently tap on the door for formal permission to enter the room. He enters the room and proceeds towards the board members.*



**Manish** May I come in Sir? (knocking the door and asking softly)

**Chairperson** Yes, Please come in  
(CP)

**Manish** Good morning, Sir

**CP** A very good morning Mr. Manish. Please have a seat

**Manish** Thank you sir

**CP** (Looking at Bio data) you are a graduate from Mumbai University. What is so special about your city, Mumbai?

**Manish** Sir, Mumbai is known as the financial capital of India. In this city thousands of people related to Bollywood live and earn their living.

**CP** Ok, where does your father work?

**Manish** Sir, my father is a businessman and owns a textile mill.

**CP** So, you don't want to continue with his business?

**Manish** Sir, I do help him sometimes. But I want to do something different.

- CP** So, I see you have been very active. You have won many awards. What is this Bal Shree Award?
- Manish** Sir, this is a national award given by the President of India to children between ages 12-14, for creativity.
- CP** What is Sarva Shiksha Abhiyaan?
- Manish** Sir, it is a scheme started in 2011, aimed at universalization of primary education. It has now been supported by the Right to Education Act which makes education a fundamental right.
- CP** What do you think are the problems in school education system in India?
- Manish** Sir, in India, teaching needs to be perceived as a respectable profession so that we are able to recruit the best people. There recruitment should be more scientific. Other problems are infrastructure and funds.
- CP** (changing the topic) can you recall any famous saying the Gandhi and how is it relevant today?
- Manish** Gandhiji said that 'an eye for an eye makes the whole world blind'. It is espically relevant today in the context of the nuclear arms race. If all the countries develop nuclear arms and in case these get used, it would lead to destruction of the whole world.
- CP** Excellent. What is Gandhiji's trusteeship principle?
- Manish** Gandhiji said that the rich are the trustees of the wealth of the society and should use it for the betterment of the whole society.
- CP** Ok coming back to your father's business, what are the problems of textile industry in India?
- Manish** Sir, in India the average size of a textile unit is smaller than those in China and Bangladesh. Thus economies of scale are not that effective in Indian units, translating into a cost disadvantage.
- CP** Today, corruption has become the root cause of all the problems. What you have to say on that?
- Manish** Sir, I believe that corruption can be reduced if we all start following the legalities. But it cannot be totally eliminated.
- CP** Can you name any country which is free of corruption?
- Manish** (after a pause) No, Sir I can not recall.
- CP** Why do you want to be a part of Indian Armed forces?
- Manish** Sir, I want to join the Indian Armed Force due to keen desire to serve the nation.
- CP** That's all Mr. Manish. Thank you very much. You may leave.
- Manish** Thank you very much Sir (put the chair back and left)



# PSYCHOLOGICAL TESTING SERIES...

*Psychological Test is conducted on Day-2 of the SSB Interviews. It is the second stage of the tests.*

## ***Meaning and Need of Psychological Test***

Psychological test is the use of formal procedures employing reliable and valid instruments to measure intellectual, cognitive, emotional and behavioural functioning. Psychological testing is employed to identify intelligence, personality style, interpersonal processes and adaptive skills. The test is conducted by a skilled professional usually a psychologist. He evaluates the candidate's personality and capability and decides whether the candidate is suitable for the service. The responses to the tests reveal the different attitude and personality traits of the candidate.

## ***Personality and its Importance in SSB Interviews***

Personality is said to be the characteristic patterns of thoughts, feelings and behaviours of an individual in a given situation and time, which make him unique. In psychological tests employed by SSB, the candidate is shown a stimuli and is asked to respond, during this process, candidate's behavioural patterns, emotional intelligence and attitudes emerge out without obscurity.

*For this purpose, following psychological tests are conducted namely*

1. Thematic Apperception Test (TAT)
2. Word Association Test (WAT)
3. Situation Reaction Test (SRT)
4. Self Description Test (SDT)