## Personality Tests: How Employers Use Them

#### COURSE OVERVIEW



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# Personality Tests Why Employers Use Them



Goal

- **Industry**
- **Usage**
- **Options**
- **V** Pros & cons
- **Ø** Impact



What is the "personality"?

### Factors

Values

Attitudes

**Memories** 



Relationships





Skills







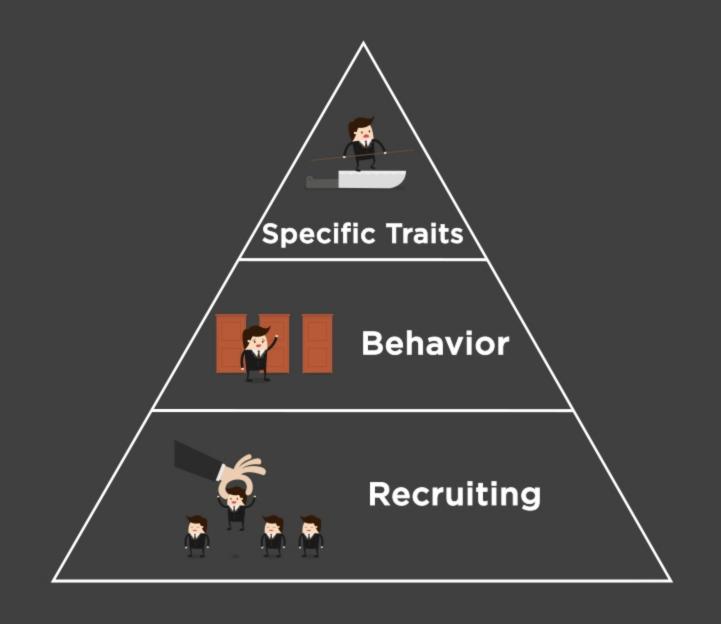
The enduring characteristics of a person that are revealed through behavior.



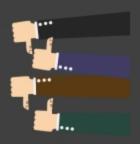
Personality Tests



Designed to determine the individual's character







### Criticism







Inconsistent

Preference ≠ Skill

Test Faking



We Are All

Different



Recruiters



**Analyze it in context** 





Job Seekers

It's not something you score well at!



The Road Ahead









Outcomes

- **Why employers use PT**
- **PT** effectiveness
- **Skepticism**
- Specifics of popular PT
- **8** Boost in self awareness



Delivery

- **Casual style**
- **V** Practical approach
- Global but not superficial