

Personality Tests: How Employers Use Them

COURSE OVERVIEW



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Personality Tests

Why Employers Use Them



Goal

- ✓ Industry
- ✓ Usage
- ✓ Options
- ✓ Pros & cons
- ✓ Impact



What is the
“personality”?

Factors

- | | |
|------------|-----------------|
| ✓ Values | ✓ Attitudes |
| ✓ Memories | ✓ Relationships |
| ✓ Habits | ✓ Skills |



What is the
“personality”?



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



Personality Tests



**Designed to determine
the individual's character**





Criticism



Inconsistent



Preference \neq Skill



Test Faking



We Are All

Different



Recruiters

- ✓ Never hire based on a personality test **alone**
- ✓ Analyze it in **context**



It's not something you
score well at!

Job Seekers



The Road Ahead

- ✓ Overview
- ✓ In-depth analysis
- ✓ Key takeaways



Outcomes

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



Delivery

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