

Numerical reasoning tests

These tests require you to answer questions based on [statistics, figures and charts](#).

Verbal reasoning tests

A means of assessing your [verbal logic](#) and capacity to quickly digest information from passages of text.

Intray exercises

A business-related scenario that assesses how well you can [prioritise tasks](#).

Diagrammatic tests

Tests that measure your [logical reasoning](#), usually under [strict time conditions](#).

Situational judgement tests

Psychological tests that assess your judgement in resolving [work-based problems](#).

Inductive reasoning tests

Tests that identify how well a candidate can see the [underlying logic in patterns](#), rather than words or numbers.

Cognitive ability tests

A measurement of [general intelligence](#), covering many categories of [aptitude test](#).

Mechanical reasoning tests

These assess your ability to apply mechanical or engineering principles to problems; they are often used for [technical roles](#).

Watson Glaser tests

Designed to assess a candidate's ability to critically consider arguments; **often used by law firms.**

Abstract reasoning tests

Another name for **inductive reasoning tests.**

Spatial awareness tests

These tests assess your capacity to **mentally manipulate images**, and are often used in applications for jobs in design, engineering and architecture.

Error checking tests

An unusual type of **aptitude test** that focuses on your ability to identify errors in **complex data sets.**

Test Structure for Aptitude Tests

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.

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.**

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.

NEGATIVE MARKING

Many aptitude tests incorporate negative marking. This means that for every answer you give incorrectly, a mark will be deducted from your total (rather than scoring no mark). 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.

PRACTICE IN ADVANCE

Evidence suggests that some practice of similar aptitude tests may improve your performance in the real tests. Practice exam technique and try to become more familiar with the types of test you may face by completing practice questions.

Even basic word and number puzzles may help you become used to the comprehension and arithmetic aspects of some tests.

PREPARATION BEFORE THE TEST

Treat aptitude tests like an interview: get a good night's sleep, plan your journey to the test site, and arrive on time and appropriately dressed. Listen to the instructions you are given and follow them precisely.

Before the actual aptitude test itself, you will almost certainly be given practice examples to try. Make sure you ask questions if anything is unclear at this stage.

You will normally be given some paper on which to make rough workings. Often you can be asked to hand these in with the test, but typically they do not form part of the assessment

TAKING THE TEST

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You should work quickly and accurately through the test.

Don't get stuck on any particular question: should you have any problems, return to it at the end of the test. You should divide your time per question as accurately as you can – typically this will be between 50 and 90 seconds per question.

Remember that the tests are difficult and often you will not be expected to answer all the questions. Be particularly cautious if the [aptitude test](#) uses negative marking; if this is not the case, answer as many questions as possible in the time given.

Remember that multiple-choice options are often designed to mislead you, with incorrect choices including common mistakes that candidates make.

TIPS FOR SUCCESS

These [five tips](#) are well worth remembering before you take an [aptitude test](#) for real:



2.

Work swiftly and accurately through any test.

3.

Work out the maximum time you can spend on any question and stick to it religiously. You can return to questions at the end.

Never
get
stuck on
any
particular
question,
even if
you
think
you
nearly
have it.

4.

If you
are
going to
an
assessment
centre,
take a
calculator
you
understand
with you.
If you do
not, you
will be
forced
to use
whatever
they
might
provide
you with.

5.

Answer
as many
questions
as
possible
in the
time
given.
But be
wary of
negative
marking.

Useful Resources:

Aptitude Tests. Find out more here <https://www.studentjob.co.uk/blog/1717-a-beginner-s-guide-to-aptitude-tests> and take a range of free practice tests <https://www.wikijob.co.uk/aptitude-tests-home>

Psychometric Tests. Find out more about Psychometric tests <https://www.wikijob.co.uk/content/aptitude-tests/test-types/what-psychometric-test>

SHL. Take SHL simulator tests <https://www.cebglobal.com/shldirect/en/practice-tests>



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