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Free practice personality test Free work safety test Important facts about personality tests Many employers reject applicants based on unsuitable personality test scores. Personality tests are not timed and employers will not care how long you spent on each test question. It is important to prepare for your personality test to ensure you don't come out with a not desirable personality profile. Each personality test has a unique set of factors it measures and it only measure those. Most personality tests have lie detecting scales to ensure you are genuine in your answers. Personality tests are collecting information about you via your self reporting. Each scale in a personality test is measures by several test questions to ensure accuracy of measurement. Your personality test score is based on how much your answers are similar to those of a norm group. There are a very wide range of personality tests used by employers to measure specific aspects of your personality. Each personality test measures only the specific personality scales it was designed to measure. Here are some example of personality tests: General work-related personality tests These personality tests measure work-related personality scales about you. Scales in these personality tests can include: empathy, social confidence, planned approach, emotional resilience, assertiveness, leadership. Most common personality tests used in this category are: 16PF personality test, 15FQ+ personality test, OPQ (SHL), HPI personality test (Hogan), HDS personality test (Hogan), Wave personality test. Emotional intelligence personality tests Emotional intelligence personality tests measure specific aspects of your emotional sensitivity and ability to predict other's emotional response. Emotional intelligence personality tests can include many different scales. Here are some common emotional intelligence scales: Identify emotions on faces Understand how emotions impact your behaviour Ability to predict people's emotional response Ability to manage change in emotions Ability to manage negative emotions Ability to use emotions to enhance relationships Ability to manage multiple emotions Most common emotional intelligence personality tests in this category are: MSCEIT - emotional Intelligence test EMOTIFY - timed emotional intelligence test EQ-I Click on the following link to read more and review some example personality test questions from MSCEIT Click on the following link to read more and review some example personality test questions from EMOTIFY Work-safety personality tests Work safety personality tests measure specific personality aspects relating to your work safety. Scales in the work safety personality test can include many different scales. Here are some common work safety scales: Risk avoidance Safety and personal accountability Safety awareness Emotional resilience Aggressiveness behaviour Compliance to rules and regulations Most common work safety personality tests in this category are: Work reliability test Hogan work safety test Clinical personality tests These personality measure your mental state to identify personality disorders that will place your employer at risk. Scales in these personality tests can include: anti-social, drug addiction, alcohol addiction, anxiety disorders, illusion of grandness, borderline. These types of personality tests are used for highly sensitive organisations such as fire and rescue, ambulance services and police. Most common personality tests used in this category are: MMPI 2 Personality Assessment Inventory (PAI) It is important to get some professional preparation to ensure that an expert psychometrician walks you through what your personality test measures. Important tips how to effectively pass your personality test: One of the most common mistakes that we found when preparing applicants for personality tests is that they have prepared for a general personality test that they found on the internet and feel that this has prepared them well for their test. Each personality test uses a unique set of personality scales to measure you. Therefore, to be ready for your personality test, you must know what your specific personality test measures. 2. Get to know the unique personality test question style you will have Most personality tests use a unique test question style to measure your personality. Free example personality test questions: We collected for you some some free examples of personality test questions. Each question has a different personality test question style. A 5 likert scale personality test question example: In this style of personality test questions, you receive a list of statements and you need to state the extent to which you agree about each statement. Let's review an example personality test question for this style: To what extent do you agree with the following statement: People often turn out not be as nice as they seem. Strongly agree Agree Neutral Disagree Strongly disagree In this personality test style it is very important to avoid ticking the middle option of neutral. Multiple statements personality test question example: In this style of personality test questions, each test question has 2-3 short personality statements. Your task is to decide which is most and which is least like you. This style of personality test question can get fairly challenging when you have equally desirable stamens in one question and you need to select which is the least like you or when you have not desirable statements and you need to decide which is the most like you. Let's review an example personality test question for this style: Which is the least like you: I am generous I am confident I like to be active A true and false personality test question example: In this style of personality test questions, you receive a list of statements and you need to state whether the statement is true or false about you. The challenge with this style of personality test questions is how to answer a statement which is only sometimes true about you. Let's review an example personality test question for this style: I have trouble standing up for myself A false, slightly true, mostly true and very true personality test question example: In this style of personality test questions, you receive a list of statements and you need to state whether the statement is totally false, slightly true, mostly true or very true about you. Let's review an example personality test question for this style: I like to buy things that over priced False Slightly true Mostly true Very true Please note: it is important that you prepare for your personality test using the correct question style. Take our preparation package for personality tests to practice all types of personality tests and personality test questions style. 3. Understand what covert personality test questions measure Most personality tests use test questions that will not let you know what the question measures. This is called a covert test question. This method is used to ensure that you do not lie in your personality test. Let's review the following example personality test question: I like to be a singer. If you read this question in a general way you would assume that this question measures whether you like to sing in front of a crowd. However, this statement is used to measure your social skills. What do you think the following statement measures? I never leave things to the last minute. When reading this statement you would probably think that it measures your ability to plan. However, you will be wrong. This statement measures your honesty. Therefore, to be ready for your personality test ensure that you know what the questions in your personality test measure. 4. Don't believe companies that say you can't prepare for personality tests Our extensive experience shows that many job applicants are of the believe that you can't and should not prepare for your personality test. However, in reality, many of them end up with a personality test score and profile that does not represent their true personality. There are a range of factors that can lead to this outcome some of them are as simple as misunderstanding what the personality test questions ask, answering the personality questions in the wrong context and trying to guess what the test questions measure. Therefore, it is critical that you practice for your personality test. You can take our free personality test to get a flavour of what to expect but it is highly recommended that you take our preparation packages for the personality test to practice full personality tests and receive your profile reports in the context of the job you are applying for. 5. Get to know lie detecting scales in your personality test Most personality tests have one or more scales to measure how honest you are in your answers. The most common lie detecting scales in personality tests are: Consistency scale - this scale measures the consistency in which you answered all personality test questions Impression management scale - this scale uses special items to measure your honesty. The items are about facts which do not portray you in the best light to potential employers but are things that all of us do. For example, 'I never told a lie'. It is important to get some professional preparation to understand what lie detecting scales are in your personality test and how to ensure that you do not trigger them. 6. Your personality test profile is as important as your aptitude test scores A very common mistake is for job applicants to assume that only your aptitude test score is important to your employer. In fact, even triggering one unsuitable score, among your 30 or more personality scales, might mean that your employer will not invite you to continue with the recruitment process. For example, a bad score on a personality scale that measures your ability to cope with stress and pressure or your ability to plan ahead would mean that your employers is not likely to continue with your recruitment. 7. Get professional preparation for your personality test to ensure you end up with a good personality profile Don't sell your self the illusion of 'I will just take some free personality tests online and i will be ready'. This is a very common mistake that many of our customers say is the reason why they did not succeed in their personality test. As each personality test is unique, it is very important that you get an experienced psychometrician to work with you on what your specific personality test measures, what to not do in your test, what are the lie detecting scales and how to ensure i get a suitable personality profile. To answer all these issues requires a lot of specific knowledge that only experienced psychometricians will have. Different types of personality tests and styles of personality test questions: While our free personality test and free work safety personality test are offering one style of personality test questions, it is very important for you to know that there are several types of personality tests used in the market. Each one uses a different style of test questions and measures different personality scales. Most personality tests profile you across 16 to 32 personality scales. However, the style of test questions might differ significantly. For example, one of the most common styles of a personality test question is a statement and you have 5 answer options to state the extent t which you agree with this statement about you. Another very common style of personality test questions is a question in which you have several statements and you need to select which is most and least like you or rank be statements. In these free personality tests you will see the first style of test questions. However, when you take our preparation packages you will have the possibility to prepare for all the personality test question styles. Why to buy our full preparation for your personality test? Access to online practice personality tests customised to your job: Practice personality tests with test questions style as in your real test. Expert psychometricians offer information about what your personality test measures and how. Psychometricians designed comprehensive personalised personality test reports. Get personalised recommendations how to improve your personality profile. Understand what each personality test question measures and how. You get 1-on-1 coaching for your personality test by expert psychometricians: Delivered by highly experienced psychometricians. Face-to-face in our offices or via Skype live. Personalised feedback. Practical and personalised guidance about how to improve your profile. Our free practice personality tests: This free personality test was designed to give you a brief experience of what is a generic work-related personality test in a general context. It uses one of the common personality test question style - 5 likert scale. It is important to note that when you purchase our tailored practice personality tests then you will get a full preparation for each popular personality test and comprehensive test reports with guidance on how to improve your personality test scores. Free work-safety personality test This free work-safety personality test was designed to give you a brief experience of what is a work safety personality test and how it measures your work safety personality. When you purchase our preparation package for the work safety test you will get a full personality test with a comprehensive work safety test report and guidance how to improve your work safety profile. Free personality and work safety tests' reports: Once you complete our free personality test and free work safety test, you will receive a short personalised test report with some recommendations. This report doesn't match your specific occupation or job level. However, our practice personality tests and work safety test reports do. The identify your areas of weakness or unsuitability.

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