Pre-employment and personality tests

According to a survey from the Society for Human Resource Management (SHRM) and Mercer\*, 67 percent of HR professionals are using personality tests and pre-employment testing to vet candidates in the hiring process. That's compared to less than 50 percent in 2010, per research firm Aberdeen Group.

A personality test is an assessment used by employers to help find a candidate whose character traits are best suited for a specific position: whether you can do the job, will do the job, and would fit into the office environment; how you will handle work-related activities, such as working as part of a team, solving problems, leading others, and coping with stress and pressure.

The pre-employment testing is designed to reveal particular aspects of a candidate’s personality and estimate the likelihood that he or she will excel in such a position.

\*Non-cognitive “soft” skills rated more important than cognitive skills, even with current focus on technological advances. According to the SHRM/Mercer survey, most employers use in-person interviews (95%), application reviews (87%), and resume reviews (86%) – despite nearly one-half of HR professionals having little or no confidence in application and resume reviews. According to the SHRM/Mercer survey, about one-half (47%) of HR professionals indicate that the completion of a career-related internship by an entry-level applicant is extremely valuable in determining if the applicant is a strong candidate. Notably, having held a job outside of school is the second most valued experience (39%), suggesting that individuals unable to obtain official internships can still benefit from job experience.

**Pre-employment screening** refers to the process of investigating the backgrounds of potential employees and is commonly used to verify the accuracy of an applicant's claims as well as to discover any possible criminal history, workers compensation claims, or employer sanctions.

Think through what jobs suit you:

1. Career quiz:

To help you understand your work style and explore careers you might enjoy (excuse Ozzie references – it’s by Australian Gov!):

<https://joboutlook.gov.au/CareerQuiz.aspx>

Quite accurate: my top was Minister of Religion, followed by school teacher – pretty accurate.

1. What job best fits your life?

<https://www.glassdoor.com/blog/quiz-what-job-best-fits-your-life/>