

5 POPULAR PSYCHOMETRIC TESTS

Remarkable
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When you psychometric profile your 'possible' candidates and you bring some scientific objectivity to your recruitment decisions.

In 20 minutes or less you can capture a psychometric job profile by completing a simple questionnaire.

Here are 5 popular psychometric tests for you to use as part of your recruitment process:

1

MYERS BRIGGS TYPE INDICATOR (MBTI)

Launched in 1962, this old classic has been around for close to 50 years. Taking the test results in one of 16 types with titles like "ESTJ" and "INFP". These refer to four polarities (such as extroversion/introversion and thinking/feeling). The test is used to assess preferences without easy links to strategies or role models, so really requires an expert to interpret the results and translate it into effective action.

2

DISC PROFILE

Launched in 1928, this system is simpler and more intuitive. DISC refers to the four behaviour types the test assesses: Dominance, Influence, Steadiness and Compliance. It is more focused on behaviours than preferences but has the same Jungian roots as MBTI, and there are correlations between the two. Teams find DISC easier to grasp and explain than MBTI.

3

STRENGTH FINDER

A more modern test created by Gallup and championed by Marcus Buckingham, StrengthFinder focuses on your strengths rather than focusing on preferences or behaviours. The test identifies your top 5 strengths out of a possible 34. Accompanied with a relevant modern philosophy (focus on your strengths and you will be happier and more productive for it), this test is more prescriptive on proactive strategy than MBTI and DISC, but lacks an intuitive model that team members can transfer (few can remember all 34 strengths, let alone how they relate to each other). It also does not identify top weaknesses, in either individuals or teams.

5 POPULAR PSYCHOMETRIC TESTS CONTINUED...

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4

WEALTH DYNAMICS & TALENT DYNAMICS

Wealth Dynamics has grown into a widely adopted profiling system for entrepreneurs and business owners around the world. The reason for its success is that it links both your strengths and weaknesses to your preferences, and then gives you clear role models and strategies to follow. It takes the very best of MBTI, DISC and Strength Finder, and delivers a system that is intuitive, relevant and easy to explain to others.

5

FIVE-FACTOR MODEL (BIG FIVE)

This last of the five is not an established test like the other four, but it is the acknowledged system by which the behavioural sciences industry and psychologists assess all psychometric tests. It identifies the five factors that make up our personality, the factors that all tests seek to measure.

These are:

- **Openness** (are you more curious or cautious?)
- **Conscientiousness** (are you more organised or careless?)
- **Extraversion** (are you more outgoing or reserved?)
- **Agreeableness** (are you more friendly or cold)
- **Neuroticism** (are you more sensitive or secure?)

Ensure the system you choose does a good job at measuring all five of these elements.

[The above is modified from the Wealth Dynamics website]



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