This Personality Assessments guide contains information about five different types of Personality Assessments. We have included tips and description of the different tests.

Pre-Employment Personality Assessments guide

Test Guide

Hiring-Process.com

Personality tests have become an increasingly popular phase of the hiring process, with the number of employers utilizing them jumping by as much as 20% each year. Pre-employment personality tests are used by companies to identify if a candidate has the appropriate personality match to the company and the position. They do so by providing employers with a personality profile for each candidate. Taking a pre-employment personality test can seem like a very daunting task for many introverts. That's why I'm here to provide background information about common pre-employment personality tests as well as helpful tips for excelling on them.

The Caliper Profile

The Caliper Profile has been used by employers for almost 50 years and is extremely popular. The Caliper Profile provides information on how personality traits correlate to job performance. The test uses a variety of question types, including true/false and multiple-choice questions. The most common type of question provides you with a series of statements, and your task is to choose which statement best and least aligns with your point of view. A unique aspect of the Caliper Profile is that it examines both positive and negative qualities. This allows employers to get a more well-rounded picture of a candidate.

Helpful Tip: Employers can customize the assessment to specifically measure certain critical behaviors. They will receive a score report that indicates job-fit match or information about how appropriate a candidate's personality is for a role. It is important before taking the Caliper Profile to do your research and understand which behaviors are targeted for which roles. As an introvert, I know you hate surprises, so here is a resource for preparing for the Caliper Profile. It includes practice tests, information about what employers are looking for in candidates, custom feedback based on job level, and information about what to expect on test day.

Myers-Briggs Type Indicator

One of the most well-known tools for mapping employee personalities is the Myer-Briggs Type Indicator (MBTI.) According to the test's publisher, 89 Fortune 100 companies use the MBTI during the hiring process. The MBTI identifies if a candidate's personality leans toward one of two options in each of the following groupings: Extraversion vs. Introversion, Intuition vs. Sensing, Thinking vs. Feeling, and Judging vs. Perceiving. An individual can fall into one of 16 personality types. The MBTI is made up of 93 questions that are presented at a 7th-grade reading level. Every question presents you with two choices—either A or B.

Helpful Tip: I am sure that most of you INTJ's are familiar with this test. What you do not know is that according to CPI, the test's distributor, the MBTI is not considered ethical to use when hiring or determining job assignments. The MBTI is more appropriate as a tool to try and understand how a candidate will perform in a group. It should not be used for determining if an individual is well-suited for a specific position. The test is not normalized, so scores cannot be easily compared between potential candidates. This is extremely important to understand. It means the fact that you are an introvert is not a predictor for how well you will do in your job.


The SHL Occupational Personality Questionnaire

The SHL Occupational Personality Questionnaire (OPQ32) has been around for over 30 years. The OPQ32 assessment is used to give companies a picture of how specific behaviors may relate to a candidate's performance. The test consists of 104 questions that measure 32 characteristic traits. Candidates are measured in three primary domains: Relationship with People, Thinking Style and Feelings, and Emotions. On the exam, candidates are presented with four statements, and they must identify which of the statements best and least describes them. The OPQ32 was developed with relevant and suitable scales for the workplace and has been validated for this purpose.

Helpful Tip: The OPQ32 offers employers a custom report with a simple graphical summary of the candidate's performance. These reports outline strengths and weaknesses in detail, and the normed results can be directly compared to other candidates applying for the position.

Hogan Personality Inventory (HPI)

The Hogan Personality Inventory (HPI) was introduced in the 1980s and originally given in a socio-analytic context. Currently, the HPI has been adapted and is used as a job performance predictor. The HPI falls under the category of personality tests based on the Five-Factor Model. The score reports have been normed on more than 500,000 candidates around the world and validated in use in more than 200 different occupations. It is a dependable tool used to evaluate an individual's temperament and how it matches the demands of the open position. The HPI is administered online with an instantaneous score report. The inventory has 206 true/false questions that are to be completed in about 15–20 minutes. The HPI evaluates seven primary scales and six occupational scales and has 42 subscales. The six occupational scales measure service orientation, stress, tolerance, reliability, clerical potential, sales potential, and managerial potential.

Helpful Tip: The score report from this test lets employers know how a potential candidate might act in certain work-related circumstances. It also notes interview style and classifies candidates into categories. Introverts should pay special care to research about the various interview styles.

Which animal would you be?
Pick the image based on how you feel
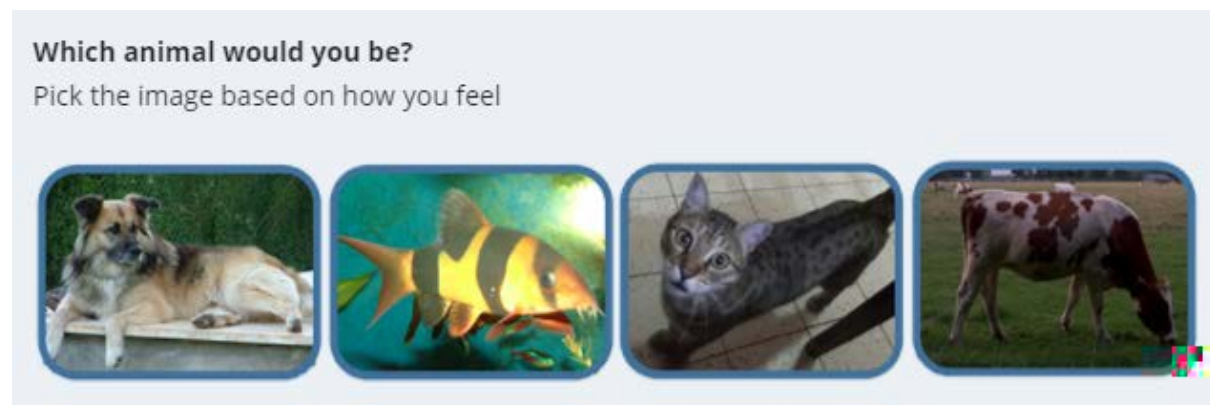
DiSC Behavior Inventory

The DiSC Behavior Inventory (DiSC) identifies a candidate's main traits and is based on the four-style behavior model. This four-style behavior model is the oldest of all the personality tests; it has been around since the time of Hippocrates, around 400 B.C. The DiSC personality profile has four basic DiSC factors: Dominant (D), Influential (I), Steady (S), Compliant (C). Companies use the DiSC as a tool to help recognize a candidate's professional characteristics and how they work as part of a team. The DiSC is one of the simpler exams, and it is much shorter than other tests, with only about 12 to 30 questions. Candidates are provided with adjectives or short statements and asked to choose which applies to them the most and the least. The DiSC is one

of the more common personality tests because it is one of the cheapest on the market, costing under $100 dollars per test.

Helpful Tip: The DiSC may be popular test, and it is used by many employers, but it is considered a temperament measure, not a pre-employment measure. The results of this measure only provide data on the relative strengths of a single candidate. This means employers cannot compare between scores of two competing candidates. Introverts beware that the DiSC is not considered a valid predictor of job success. Keep this in mind when taking the exam.

How much effort do you put into achieving your goals?

How happy do you feel right now?

For better or worse, pre-employment personality tests are here to stay. A recent study shows that one of the top reasons a new hire fails is behavioral. As an introvert, it is essential to understand what to expect on a personality test. Introverts thrive on understanding the details. Even more important, it is crucial to prepare in advance. Keep in mind that a personality test is a quantifiable way for employers to see if a job is appropriate for you. However, it can also be helpful in ensuring you are not placed in a role that is not suited for an introvert. At the end of the day, personality tests serve not only to help the employer but also the candidate.