

CDS Department

The Career Development Services Department of HEART Trust/NTA, offers a psychometric test that focuses on aptitude and personality testing. The test is available at www.lifelonglearningja.org. It is based on the theory of Dr. John Holland, a well-known psychologist and researcher, who put forward the view that the workplace can be viewed as a combination of six work environments, i.e., the kinds of work people do, and where they do it.

Also, according to Holland, **people** can be classified according to six personalities, i.e., the characteristics that lead us to seek certain workplaces. To make things easy, Holland used the same names for environments and personalities. They are:

- Realistic
- Artistic
- Conventional
- Enterprising
- Investigative
- Social

It is recommended that individuals do at least one psychometric assessment test, before they decide on a career.

Having done the psychometric test, the next step is to research your career list generated by the test, in order to identify the one (s) that most suit your personality and interests.

Choose wisely!



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Psychometric Assessment Testing - The Key to a Successful Career



Why We Need Psychometric Assessment Testing

If you want to be happy in your work, and life in general, you need to find a career that suits your personality, meets your needs and helps you to achieve your personal goals.

It can be very difficult to separate the careers that suit your personality and abilities from the careers that would frustrate you or make you unhappy. To be happy and successful in a job, you need to ensure that your abilities, values and personality are well aligned with those needed for your chosen career and with those of the organization you wish to work for.

Psychometric tests are very useful for this sort of self-assessment - they are quick to complete and can give you good information that will enable you to make a career decision.

Types of Psychometric Testing

There are three main types of psychometric testing:

- Ability Testing
- Aptitude testing
- Personality testing

Ability Testing. This measures a person's potential, for instance, to learn skills necessary for a new job (e.g. to conduct statistical analysis). The focus therefore is on prospective or likely performance i.e. what the person is capable of achieving in the future or their potential to learn.

Aptitude Testing. Aptitude can be defined as those things or activities a person has the potential to do or perform well, which seem to come easily or naturally (e.g. studying for long hours without taking a break). An aptitude test measures your mental reasoning ability, your numerical and verbal comprehension, and abstract or spatial reasoning skills.

Personality Testing. Personality can be defined as relatively stable and enduring aspects of individuals which distinguishes them

from other people, making them unique but at the same time allowing for comparisons between individuals. A personality test is designed to reveal your interests and motivations, and usually involves a standardized series of questions or tasks, used to describe or evaluate a person's personality characteristics. (e.g. likes, dislikes, feelings).

Psychometric tests are administered electronically or manually, using psychometric test questionnaires. The results are then gathered and analyzed, and a printed report is generated or compiled.

Popular psychometric tests include the Myers Briggs Type Indicator, the Thomas International Personal Profile Analysis and the Career Key.

