

Aptitude Testing

In today's competitive job market, it's no longer just about sending in a CV, having an interview and then being offered a role. Organisations are increasingly investing more time and money into making sure the candidate has the right skills and experience for the role and is also a good 'fit' for the team. CV's and interviews can only tell part of the story, so this is where aptitude testing comes in. These are usually online based tests that require you to perform tasks or answer questions in order for potential employers to see your skills in action.

There are many different types of aptitude tests out there, which focus on specific skill sets such as problem solving, verbal reasoning, numeracy, IT skills and many more. Preparing for tests like these can be daunting as you won't know exactly what you are in store for until you are in the test.

If you are facing an aptitude test, the best thing you can do to prepare is get online and complete some practice tests. There are many different sites where you can do this so once you know what type of test you will be taking, it's worth a google to find some free, relevant practice tests. Some good places to start are: www.jobtestprep.co.uk/shl-numerical-test, www.cebglobal.com/shldirect/en and www.practiceaptitudetests.com/numerical-reasoning-tests/

Something to keep in mind: aptitude tests are timed for a reason! Most tests are designed so that very few people can actually complete the whole thing successfully with time to spare. The pressure of being timed is part of the test, so don't feel like you have to rush through and sacrifice your accuracy. Yes they are looking for you to complete as much as you can, but more importantly they are looking for quality answers.

When taking your test, treat it like an exam. Make sure you have given yourself enough time, that you are in a quiet space with no distractions and that you are mentally ready to tackle the questions. If you have an important meeting later that you are nervous about, then it's probably not a good time to be taking the test! Have a pen and paper handy as well as a good calculator for any numeracy based questions (assuming you're allowed to use one).

Practiceaptitudetests.com has some good general tips on getting prepared for a test, but some key things to remember are:

- Read the instructions fully before beginning
- Don't get bogged down by a question, move on and come back to it later if you can

- Don't guess wildly just because the clock is ticking

If there is anything you are unsure about regarding your test, talk to the person who is setting it up for you.

Good luck!