



WARWICK

STUDENT OPPORTUNITY

Investment Banking Careers Insight Afternoon Practising Psychometric Tests

Alison Boffin and Emma Glanvill

Learning Outcomes



By the end of this work-shop you will be able to:

- Identify relevant psychometric tests for the roles and sector you are applying to.
- Discover how to access **Graduates First** resources and practise a range of tests free of charge

Why do employers conduct psychometric tests?

To measure specific skills, strengths, traits, abilities and characteristics which are important in their workplace.

Types of tests – an overview



Abstract/Logical Reasoning tests

Typically, pictures, diagrams identify the sequence



STUDENT OPPORTUNITY

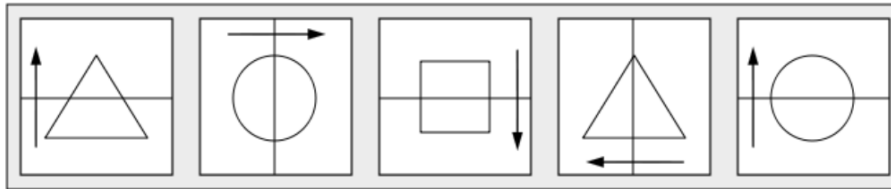
QUESTION
01/14

Timer

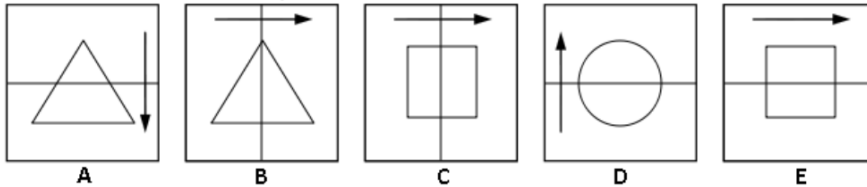
🕒 13:54

HELP ⓘ

🏠 ABORT



What comes next in the sequence?



What comes next in the sequence?

A Option A

B Option B

C Option C

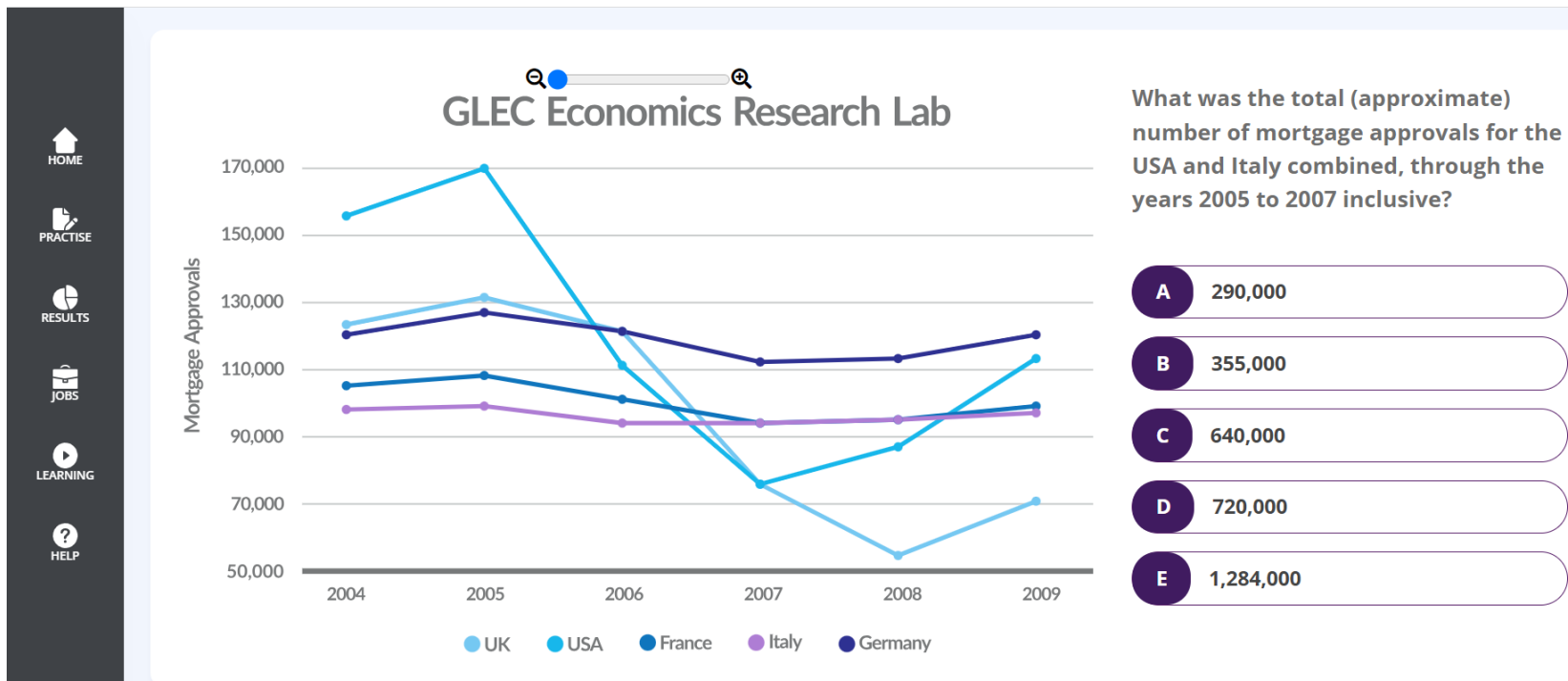
D Option D

E Option E

Answer C

Numerical Reasoning

Typically, analysis of information, graphs, numerical text etc



Only one of these answers is the correct answer
– Answer C 640,000

Situational Judgement Tests

- What would you do in this situation?
- Typically, information with a range of responses, you select best fit
- Depends upon employer and skillset / values required



HOME



PRACTISE



RESULTS



JOBS



LEARNING



HELP

You work as an IT Specialist for a large electronics retailer. You have been made aware of certain glitches within the stock check system that manages and automatically requests deliveries to each store. Your management are concerned as this issue has never occurred before and may result in over-stocking or no stocking at all for approximately 74 stores. You do not have much clarity on the cause of this problem. What do you do?



OPTION A

Identify the error logs and explore the information within. Consider the timings of the problems and when they were reported, the location of the stores, and whether these particular stores have specific exclusive products in their stock. Share this information with your team to get a quick resolution.



Best



Worst

OPTION B

Contact the providers of the system and ask them to give guidance on what to do next.



Best



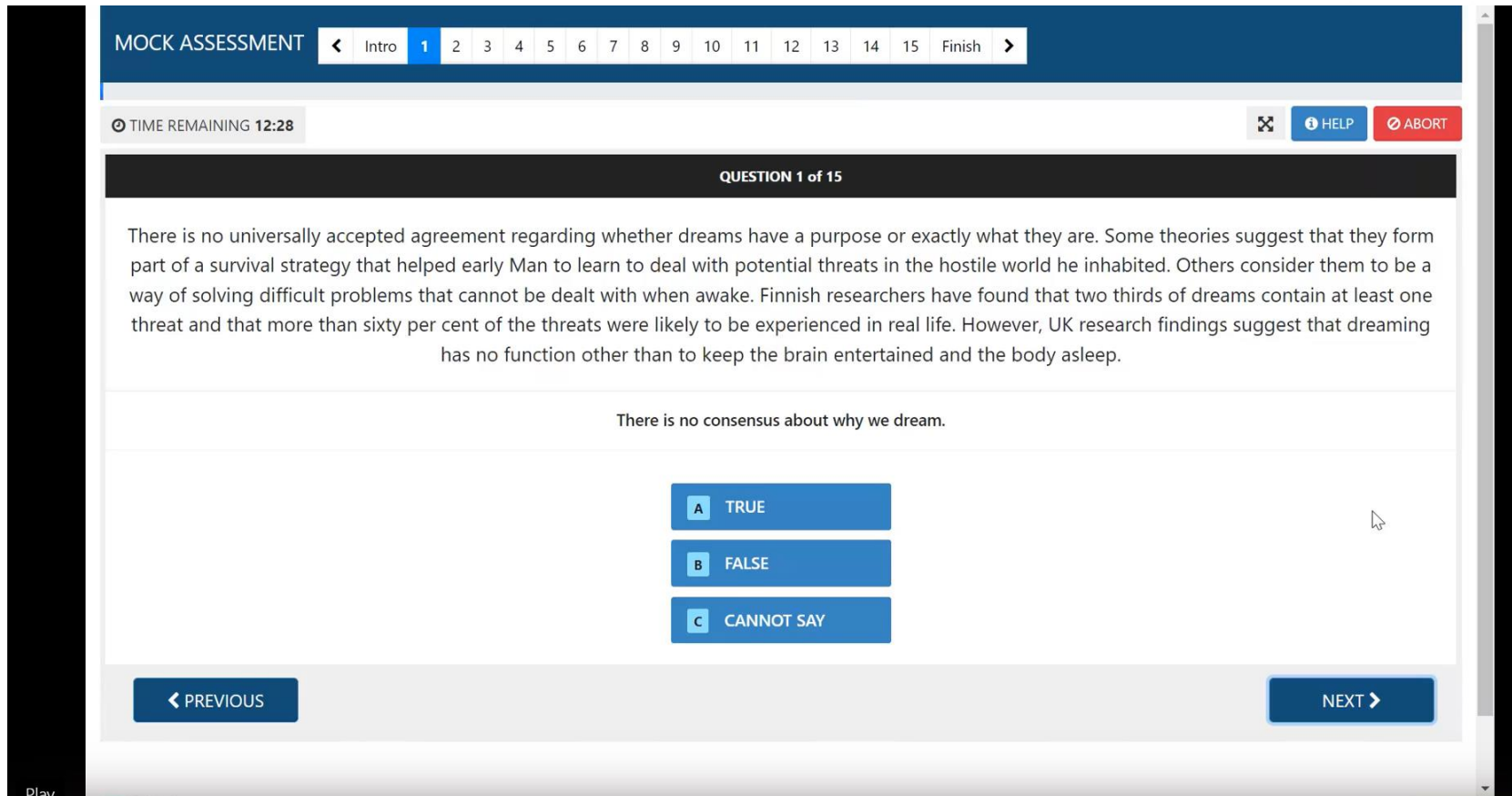
Worst

OPTION C

Ring up each store that is affected and ask them for a detailed log of what they experienced, such that any consistent pattern may emerge.

Verbal Reasoning tests

Typically a paragraph of text with a question below to assess comprehension

A screenshot of a web-based mock assessment interface. At the top, a dark blue header contains the text 'MOCK ASSESSMENT' and a navigation bar with buttons for 'Intro', '1', '2', '3', '4', '5', '6', '7', '8', '9', '10', '11', '12', '13', '14', '15', and 'Finish'. Below the header, a grey bar shows 'TIME REMAINING 12:28' and buttons for 'HELP' and 'ABORT'. The main content area is titled 'QUESTION 1 of 15' and contains a paragraph of text about dreams. Below the text is a question: 'There is no consensus about why we dream.' Three blue buttons labeled 'A TRUE', 'B FALSE', and 'C CANNOT SAY' are provided as options. At the bottom, there are 'PREVIOUS' and 'NEXT' navigation buttons. A 'Play' button is visible in the bottom left corner of the overall image.

MOCK ASSESSMENT

Intro 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 Finish

TIME REMAINING 12:28

HELP ABORT

QUESTION 1 of 15

There is no universally accepted agreement regarding whether dreams have a purpose or exactly what they are. Some theories suggest that they form part of a survival strategy that helped early Man to learn to deal with potential threats in the hostile world he inhabited. Others consider them to be a way of solving difficult problems that cannot be dealt with when awake. Finnish researchers have found that two thirds of dreams contain at least one threat and that more than sixty per cent of the threats were likely to be experienced in real life. However, UK research findings suggest that dreaming has no function other than to keep the brain entertained and the body asleep.

There is no consensus about why we dream.

A TRUE

B FALSE

C CANNOT SAY

PREVIOUS NEXT

Play

Personality Tests

Answer honestly as your authentic self, multiple questions they check for consistency across each trait



PAGE
01/18

⌚ 59:54 HELP ⓘ ↪ ABORT

1 = Strongly Disagree 2 = Disagree 3 = Agree nor Disagree 4 = Agree 5 = Strongly Agree

I get nervous before an important event or meeting 1 2 3 4 5

I enjoy starting projects, rather than finishing them 1 2 3 4 5

I find it hard to switch off after work 1 2 3 4 5

Rules should not be broken 1 2 3 4 5

HOME
PRACTISE
RESULTS
JOBS
LEARNING
HELP

Game Assessment



BART - Balloon Analogue Risk Task

.....and many more available to practise
on **Graduates First.**
Including:

- CAPP strengths tests
- Coding
- Video Interview practise
- Watson Glaser
- Word checking
- Number checking

Graduates First

- Opportunity to practise over and over
- Ability to Abort and go back to an exercise
- Provides answers
- Produces a progress report at the end of each completed activity

Psychometric Testing

Top Tips

- Read the questions and instructions carefully to respond appropriately.
- If you get stuck, make an educated guess or come back later **if you are allowed**.
- Get into the habit of keeping going.
- Don't get stopped by one difficult question.
- Keep your eye on the time.
- Do the tests yourself as you may be tested again 'in person' at an assessment centre.
- Don't rely on a friend or Chat GPT/AI to give you the answers, the employer wants to see what you can do.

More top tips



- Check if you are allowed to use a calculator in a real assessment situation. If assessment is in person, you may not be allowed to use your phone.
- There may intentionally be more questions than there is time to complete them, don't let it deter or stress you – stay calm and composed..
- Always research the role, the company and the sector. What are their core values? What knowledge, skills and strengths do they require for the role ?
- **Practise, Practise, Practise.**

Your turn - Graduates First free login with your university email address



- <https://warwick.ac.uk/services/careers/applications/assessment-centres/>
- Google search
assessment centre careers warwick

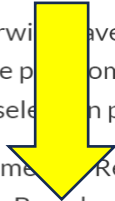
Graduates First

Free unlimited access to 100+ assessments and tools which are used by over 8,000 of the world's top employers.

University of Warwick have partnered with Graduates First, granting Warwick students free access to a range of practice psychometric and personality tests commonly used by employers as part of the recruitment and selection process.

These include Numerical Reasoning, Personality Questionnaires, Situational Judgement Tests, Video Interviews, Game-Based assessments, and many more.

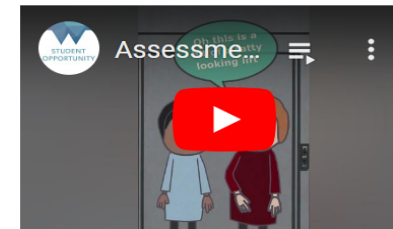
➤ [Register with Graduates First for free](#)



📺 Assessment films

★ Interviews

Assessment Centres playlist:



Good Luck!

