



Psychometric Assessments FAQ's

**The Future
Reimagined**

What is a Psychometric Assessment?

To break it down, a psychometric assessment is a scientifically developed “test” used to gain information. It can be presented in the form of a questionnaire, multiple choice format or short sentence questions.

Is there a right or wrong answer when it comes to Psychometric Assessments?

Yes and no. If you are being assessed on a specific ability then yes there may be a correct answer to the question. If you are doing a personality or interest questionnaire for instance, then no, there cannot be a right or wrong answer as there are no right or wrong preferences. However, regardless of the type of assessment, we should never see the results as a “pass” or “fail”. Rather, information obtained should be seen as an opportunity to identify areas of development and grow as individuals.

Can I prepare for an assessment beforehand?

Although the word “assessment” may sometimes make us think of traditional tests, it is not generally something we can prepare for beforehand because we may not always know what is being assessed. That being said, we can however



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ensure that we have a good night's rest and have a healthy breakfast before taking an assessment so that we feel at our best.

What if I do not agree with the feedback from a psychometric assessment?

Simply put, assessment results give back what you put in. If you have been truthful and honest in answering the assessment, the results are likely to be as you expected. If they are not, perhaps ask yourself if you may have been distracted whilst doing an assessment, or if there may be another reason why you feel that the results are not true for you. This can always be discussed with your assessment practitioner in a safe space.

Why can't I just do an assessment from a random website I've found?

Psychometric Assessments provide information about important psychological concepts. If an assessment has not been properly developed, it may provide you with false information and cause more harm than good.

Assessment can be a long process. What if I simply don't have the time to come in to a PsyCaD office?

In light of 4IR, assessments have become easily accessible and relatively "time-friendly". PsyCaD has many options available which allow you to complete an assessment at any place, anytime (depending of the purpose of your assessment). We are however still available should you want to discuss the feedback from your assessment in person, or have any questions.

Contact us at:

psycadassessments@uj.ac.za

<https://www.uj.ac.za/corporateservices/ads/psycad>

 UJ PsyCaD Assessment Services

