

# How to Do Personality Tests For Job Interviews?

2020 Edition

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# Introduction of Occupational Personality Test

A personality test is an assessment used by employers to help find a candidate whose character traits are best suited for a specific position.

The pre-employment testing is designed to reveal particular aspects of a candidate's personality and estimate the likelihood that he or she will excel in such a position.

Many Fortune 500 companies and multinational corporations will use occupational personality test as the first round of assessment, such as HSBC, Swire, Jardines and Manulife. Without demonstrating the right traits and personalities in the test, you are unlikely to obtain a face to face interview opportunities.

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# Different Types of Occupational Personality Test

## The Caliper Profile

The Caliper Profile measures how an individual's personality traits correlate to his or her job performance. The test is made up of a few different types of questions. The most common type presents you with a series of statements, and your task is to decide which statement best aligns with your viewpoint.

Conversely, there are also questions that require you to identify the statements that least reflect your point of view. You may also encounter true/false questions and multiple-choice questions to answer using a "degree of agreement" scale, ranging from "strongly agree" to "strongly disagree." The Caliper Profile differs from other personality tests in that it examines both positive and negative qualities, thus providing the full picture of a candidate.



## Why and how do company use this test?

Employers can create a customized selection tool that will allow them to customize the assessment to target critical behaviours. This will help them receive data on job-fit match or information about a candidate's potential success in a specific role.

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# What are the sample questions?

Please choose one statement that best describes you and one statement that least describes you.

	Most	Least
When I decide on an action, I consider future events.	<input type="checkbox"/>	<input type="checkbox"/>
I think 'outside the box'.	<input type="checkbox"/>	<input type="checkbox"/>
Others would describe me as warm.	<input type="checkbox"/>	<input type="checkbox"/>
I like logical puzzles.	<input type="checkbox"/>	<input type="checkbox"/>

 Submit

Full Personality Test , Item : 139/219

Help

Please indicate whether you 'strongly disagree', 'disagree', are 'neutral', 'agree' or 'strongly agree' with the statement.

I work at a pace that allows me to finish things on time.

Strongly Disagree

Disagree

Neutral

Agree

Strongly Agree

 Next

◀◀ 136 137 138 **139** 140 141 142 143 144 145 146 147 148 149 150 ▶▶

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1. I do not become defensive when criticized. \*

Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. I can stay calm under pressure. \*

Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Wish to learn more tips in passing the Caliper Profile Test?

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# The Myers-Briggs Type Indicator

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One of the most well-known tools for mapping employee personalities is the Myer-Briggs Type Indicator (MBTI). According to CPI, the test's publisher, 89 of the Fortune 100 companies use the MBTI before hiring a new employee.

The MBTI identifies if an employee's personality leans toward one of two tendencies in the following groupings: "Extraversion vs. Introversion," "Intuition vs. Sensing," "Thinking vs. Feeling," and "Judging vs. Perceiving." As a result, an individual can fall into one of 16 personality types.

The Myers-Brigg Type Indicator is often used by employers to decide if a candidate would be a good cultural fit for a company and if he or she could subsequently transition into working with the team nicely.

The MBTI is comprised of 93 questions. When answering each question, you are given two choices of statements — either A or B — which determines which tendencies you lean toward.

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# Why and how do companies use this test?

The Myers-Briggs Type Indicator is not a normalized exam, nor are the questions scaled. This is one of the most difficult pre-employment personality tests to prepare for, primarily because it has not been proven valid for recruitment use. In fact, CPI put out a statement asserting that it is not considered ethical to use the MBTI for hiring or deciding job assignments. The test is more appropriate for understanding how a candidate may work in a group, but not for determining if a candidate is well-suited for a certain position. Another downside is that your score cannot be easily compared to a different candidate applying for the same position.

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# What are the sample questions and reports?

1. **At a party do you:**
  - a. Interact with many, including strangers
  - b. Interact with a few, known to you
2. **Are you more:**
  - a. Realistic than speculative
  - b. Speculative than realistic
3. **Is it worse to:**
  - a. Have your "head in the clouds"
  - b. Be "in a rut"
4. **Are you more impressed by:**
  - a. Principles
  - b. Emotions
5. **Are more drawn toward the:**
  - a. Convincing
  - b. Touching
6. **Do you prefer to work:**
  - a. To deadlines
  - b. Just "whenever"
7. **Do you tend to choose:**
  - a. Rather carefully
  - b. Somewhat impulsively
8. **At parties do you:**
  - a. Stay late, with increasing energy
  - b. Leave early with decreased energy
9. **Are you more attracted to:**
  - a. Sensible people
  - b. Imaginative people
10. **Are you more interested in:**
  - a. What is actual
  - b. What is possible
11. **In judging others are you more swayed by:**
  - a. Laws than circumstances
  - b. Circumstances than laws
12. **In approaching others is your inclination to be somewhat:**
  - a. Objective
  - b. Personal
13. **Are you more:**
  - a. Punctual
  - b. Leisurely
14. **Does it bother you more having things:**
  - a. Incomplete
  - b. Completed
15. **In your social groups do you:**
  - a. Keep abreast of other's happenings
  - b. Get behind on the news
16. **In doing ordinary things are you more likely to:**
  - a. Do it the usual way
  - b. Do it your own way
17. **Writers should:**
  - a. "Say what they mean and mean what they say"
  - b. Express things more by use of analogy
18. **Which appeals to you more:**
  - a. Consistency of thought
  - b. Harmonious human relationships
19. **Are you more comfortable in making:**
  - a. Logical judgments
  - b. Value judgments
20. **Do you want things:**
  - a. Settled and decided
  - b. Unsettled and undecided
21. **Would you say you are more:**
  - a. Serious and determined
  - b. Easy-going
22. **In phoning do you:**
  - a. Rarely question that it will all be said
  - b. Rehearse what you'll say
23. **Facts:**
  - a. "Speak for themselves"
  - b. Illustrate principles
24. **Are visionaries:**
  - a. somewhat annoying
  - b. rather fascinating
25. **Are you more often:**
  - a. a cool-headed person
  - b. a warm-hearted person
26. **Is it worse to be:**
  - a. unjust
  - b. merciless



# The SHL Occupational Personality Questionnaire

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The SHL Occupational Personality Questionnaire, or OPQ32, is designed to give companies a picture of how certain behaviors influence a candidate's work performance. The test is made up of 104 questions that measure 32 different characteristics. Candidates are evaluated in three main domains: "Relationship with People," "Thinking Style and Feelings," and "Emotions." On the test, candidates are presented with four statements and they must choose which statement best describes them and which statement least describes them. The OPQ32 was specifically developed to guarantee that its scales are relevant and suitable for the workplace.

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# Why and how do companies use this test?

The OPQ32 provides employers with a custom report of normed scores, describing both strengths and weaknesses in detail. These reports provide an easy-to-read graphical summary of performance, directly comparable to the other candidates you are competing against.



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			M	L
1	A	I try out new activities.	<input checked="" type="radio"/>	<input type="radio"/>
	B	I consider other people's feelings.	<input type="radio"/>	<input type="radio"/>
	C	I like to understand the underlying theory.	<input type="radio"/>	<input checked="" type="radio"/>
<hr/>				
2	A	I have highly original ideas.	<input type="radio"/>	<input type="radio"/>
	B	I am prepared to tell people if they are mistaken.	<input type="radio"/>	<input type="radio"/>
	C	I am modest about what I have achieved.	<input type="radio"/>	<input type="radio"/>
<hr/>				
3	A	I conceal my feelings.	<input type="radio"/>	<input type="radio"/>
	B	I am nervous before big events.	<input type="radio"/>	<input type="radio"/>
	C	I review work critically.	<input type="radio"/>	<input type="radio"/>
<hr/>				
4	A	I like meeting new people.	<input type="radio"/>	<input type="radio"/>
	B	I enjoy setting long-term goals.	<input type="radio"/>	<input type="radio"/>
	C	I usually feel relaxed.	<input type="radio"/>	<input type="radio"/>

## Wish to learn more tips in passing the SHL Personality Test?

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# The Hogan Personality Inventory (HPI)

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The Hogan Personality Inventory (HPI) was developed in the 1980s and was originally used in a socio-analytic context, but it's now used to predict job performance. It has been normed on more than 500,000 candidates worldwide and validated on more than 200 occupations, proving that it is a consistent and reliable tool used to evaluate an individual's temperament and how it matches the demands of a given role. The HPI is based on the Five-Factor Model. It consists of 206 true/false questions that must be completed in around 15 to 20 minutes.

The HPI evaluates seven primary scales and six occupational scales ("Service Orientation," "Stress Tolerance," "Reliability," "Clerical Potential," "Sales Potential" and "Managerial Potential") in addition to possessing 42 sub-scales. It is administered online with an instantaneous score report.

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# Situational/Scenario Judgement

Situational judgement tests are increasingly popular recently years and used by large corporations such as HSBC, KPMG, UBS etc. They are used to assess your ability to choose the most appropriate action in workplace situations. These assessments are designed to assess how you would handle situations that you could encounter in the job you are applying for and thus, many management considers the test being more practical in assessing the suitability of the candidates for specific positions.

You have been leading an internal process improvement project over the last few weeks, which has given you exposure to various parts of the business. You have been working very hard to identify and manage risks to keep the project on track. Your manager has asked you to present a progress report to them by the end of this week. Due to circumstances beyond your control, one part of the project has been delayed, as some key stakeholders have been unavailable to provide their input. Furthermore, today an error was found in one of the key project outputs. You are not sure how your manager will react to your progress report if you mention the delays as well as the recent poor results.

	Most Effective	Least Effective
Get an update about the delays and error so you can relay this information to your manager when you present your progress so they have all the information about your project.	<input type="radio"/>	<input type="radio"/>
Present your progress but hold back some of the details until you know more about the error as you are worried about your manager's reaction.	<input type="radio"/>	<input type="radio"/>
Present your progress report outlining the next steps and use this information to demonstrate your optimism about overcoming the delays and error.	<input type="radio"/>	<input type="radio"/>

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# Why and how do companies use this test?

The scenario assessment is considered a practical way to test the candidates' reaction and tasks handling abilities at work place. The tasks and situations shown in the test are usually the actual scenario that the employees of the company encountered in the past. Thus it gives confidence to the employer that you can master the potential challenges at work place.

## Wish to learn more tips in passing the Scenario Test?

Please visit [hkcareers.hk](http://hkcareers.hk) to learn more about our result-based career training program.

# Tips on Passing the Personality Test

## 1. Research on the position and company culture:

Different companies and positions require different traits. Banking front office may prefer someone with a sociable, outgoing personality while middle and back office may prefer to hire someone who is detail-oriented and organised.

## 2. Keep your consistency:

If you choose loving maths over words in question 4, remember do not choose that you prefer to writing proposal over making calculation in question 11. Some personality tests consist of over 100 questions, try to make sure that your answers are consistent.

# Tips on Passing the Personality Test

## 3. Is there “Right” and “Wrong” Answers On The Pre-employment Personality Test:

The advice that states that “there are no right or wrong answers on the personality test” is misleading and can cause test-takers to fail. An example of this can be found when answering the question: “Do you like working with people?” If you are applying for a service position and you respond with a negative answer, you may not be considered for the job since this answer shows employers that you aren’t the right fit.

Another question could be: “Do you like to lead in a group?” If you are applying for a managerial role and your answer implies that you do not like to take the lead, then this can negatively impact your likelihood of getting hired.



Hey friend,

I'm Steven, co-founder and CEO of HKCareers, and I wanted to say a special thank you for downloading our Guide to learn "How to Do Personality Test for Job Interviews" and joining our community of high achievers.

We continue to invest dozens of hours researching on personality tests and job interviews, aiming to reduce your job hunting hassles. Thus I am confident that this guide can enable you to ace all sorts of personality tests.

Before starting HKCareers, I worked as a banker, handling blue chip clients and corporate finance deals. As an HKU alumni, I constantly received inquiries from university students seeking career advice and interview tips.

Acknowledging the dearth of resources that university students faced for career planning (not to mention the lack of good coaches worth their salt), I reckoned there was need for high quality career training without the exorbitant prices that such specialists charged.

Now HKCareers is a team of 30 professional coaches (including myself) who have years of experience in investment banking, consulting, banking, property, FMCG and accounting.

We do it for students like you. Students who are motivated and passionate about building a career towards banking and business but lack the direction on how to start.

So thank you for being part of the community.

You will continue to be the inspiration for the excellent content we create to provide you the competitive edge you deserve. If you'd like to explore more about what HKCareers offers to help reach your career goals, feel free to read the next page.

Warmly,

*Steven*

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# The Result-based Career Coaching Program: A program to get into Investment Banking, Banking, Property, FMCG, Conglomerates, Advisory/ Consulting.



Equity Derivatives Sales Intern at Goldman Sachs  
May 26, 2019, Tobia was a client of Steven's

Steven is a profession coach, he gave me valuable advice on career planning, and helping me with the preparation on interviews. He is patient to answer my questions.



Incoming FX Structurer at Barclays Investment Bank  
April 9, 2019, Leo was a client of Steven's

Great insights into the industry and lots of helpful resources for online tests, interviews etc. Highly recommended for others.



Consultant (Global Strategy Group) at KPMG China  
February 18, 2019, Wesley Ngai Fung was a client of Steven's

Very comprehensive, professional offering. Providing you all the materials and training you need if you are willing to put in the effort!



Deals Advisory at PwC  
February 11, 2019, Michael was a client of Steven's

Professional service! Steven and the HKCareers Team provided comprehensive job hunting information and all-rounded support to help me prepare for interviews. Coaches are all active in job market and have valuable insights of industry trends. Definitely helpful in pursuing your desired career.



Finance Management Trainee at L'Oréal Travel Retail Asia Pacific  
May 18, 2019, Winkie was a client of Steven's

Steven is a passionate career coach who is keen to answer my inquiries regarding career planning. I received a lot of insightful feedback during briefing sessions and interview practices.



Management Trainee at The Hong Kong Jockey Club  
April 4, 2019, Anthea was a client of Steven's

Steven and his team were very helpful during my job searching process, providing professional and timely advice consistently. Would highly recommend Steven and his team.

## A program to help you to:



Prepare for interviews/ assessment with past interview questions



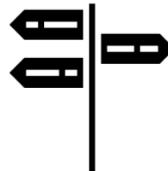
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