

Psychometric test: Map your b

At dna's SMART SOLUTIONS career counselling session with the Fazlani Altius Business School, take a free psychometric test to identify your management skills

Of the several innovative education modules at the Fazlani Altius Business School (FABS), one is the introductory 'psychometric' or brain-mapping test aspirants undergo so the institute can locate and individualize their diverse range of management talent.

What is a psychometric test?

Psychometric test is a personality-based assessment that has gained popularity across the world amongst academic institutes and a section of global employers to know exactly what they are looking for in a candidate. An article published by International Hellenic

University, Greece, clarifies that psychometric tests fall into three major categories—aptitude tests, ability tests and personality profiles.

Is it common outside FABS?

In September 2015, UK newspaper The Guardian reported that accountancy firm Ernst & Young were to scrap a requirement of at least a 2:1 from its graduate application process. The company claimed there was no evidence that academic success at a university was linked to achievement in professional assessments. EY went ahead and used in-house numerical tests to assess potential recruits, other companies followed

suit with specially designed selection tests.

Joseph Paulson, Co-founder and Director, HR Anexi, a Mumbai-based HR consulting firm, told dna in an earlier report that psychometric tests are gaining popularity in India, with several of his clients opting for this recruitment method as the last phase of choosing a candidate.

What questions can be expected?

Hemang Laheru, CEO, Prism Brain Map, says, "The inventory is designed to profile a student's behaviour and preferences. Thirty six pairs of descriptive, listing social traits and professional preferences are used to navigate students towards their aptitude and interests." The responses, once correlated by experts, can be used to either enhance, or even modify one's existing aptitude. "Think a bunch of most-like-me, least-like-me options," simplifies Laheru.

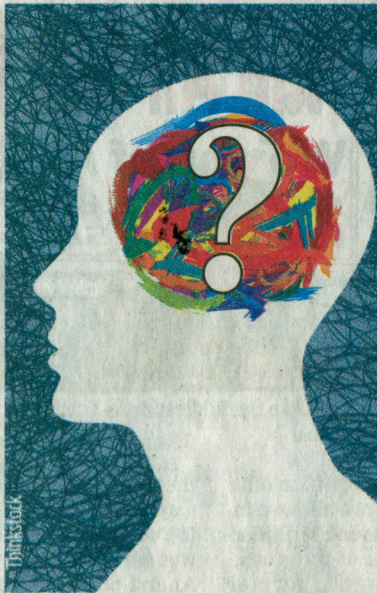
Brain perfectly to crack that job

Can it be fooled?

Most psychometric tests repeat certain questions that determine a candidate's consistency and his/her tendency to lie—the profile reflects this in the report. In a nutshell, if you lie while answering a well-designed psychometric test, you are likely to get caught!

How does it help land a job?

Of the five levels of stringent screening process at FABS, Brain-Mapping is built to gauge the behaviour, preferences and personal knacks of future-students. It is a crucial step in the multi-layered programme to hunt down the right match between a student and his future employer. Since FABS boasts of an unique 'inverted' management module where placement offers are confirmed before the start of the MBA programme, the test plays a major role in determining the student's personal space in the huge spectrum of management careers.



Where can you know more?

dna Smart Solutions, in association with FABS, will be conducting a free career counselling session Saturday, May 14. The three-fold session would include a Psychometric Test, a Mock Interview by corporates and an one-on-one Counselling Session with management academics from FABS. Present for the session would be Hemang Laheru, CEO, Prism Brain Map.

Date: Saturday, May 14

Venue: Diligent Media Corporation Limited, Indiabulls Finance Centre, Tower 3, 11th Floor, Senapati Bapat Marg, Elphinstone Road (W), Mumbai 400013

Register: Email us at engage@dnaindia.net with subject: Registration for dna Smart Solutions, 14th May; or SMS dna counsel <your age, <name>, <pin-code> and send it to 575758

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