

Before Clicking Submit on Your Next Application: Learn What to Do and Not Do

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What Is an Individual Assessment?

A standardized tool that measures a person's ability, knowledge, personality, and other characteristics to predict future job performance, behavior, and "fit" — used by employers to inform hiring decisions.

Common Assessment Types

- › **Cognitive Ability:** Verbal, math, logic, and spatial-pattern questions (e.g., Wonderlic).
- › **Personality:** Traits and behavior patterns, often via The Big Five model.
- › **Culture Fit:** Alignment with company or role culture and values.
- › **Situational Judgment:** Scenario-based questions on how you'd handle real workplace situations.
- › **Work Samples:** Hands-on samples of the skills/knowledge the role requires.

Know the Terms

Assessment • Instrument • Questionnaire • Survey • Test

Good to Know

- Cognitive tests are often adaptive — difficulty increases as you answer correctly.
- Personality results depend on the job; there's no universal "right" profile.
- Company culture values may or may not be current or publicly accurate.
- Situational judgment tests are highly specific to the role and its interpersonal demands.
- Work samples may be completed on site, online, or as a take-home assignment.

Which Assessments Will I Take?

- Ask your recruiter which assessments are part of the process.
- Talk to others who have gone through the same selection process.
- Read the position description and related materials closely — more than once.

How to Prepare

- Talk with your recruiter about format and expectations.
- Practice, practice, practice with sample items.
- Remove distractions and create a quiet testing environment.
- Be ready for anything — assessments vary widely by employer.

Want to Know More? Schedule a Free Discovery Call with Heather
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