

# ASK Development-Psychometric Testing Services

Knowing thyself is knowing the world through





## ASK PSYCHOMETRIC ASSESSMENT AND TESTING SERVICES (PATS)

Psychometric tests are standardized tests for measuring mental capabilities and behavioral patterns of individuals. These tests are often used for recruitment process and assessments of skills, personality and aptitude of students, candidate and employers. For recruitment process, psychometrics serve the purpose of identifying a candidate's suitability for a role based on the required personality and aptitude characteristics of specific job or career. The tests are structured to evaluate different capacities through asking questions, opinions and point of views regarding the statements. These statements carry underlying meanings which help in identifying characteristics of personality and measure aptitude. Psychometric tests are reliable in predicting and evaluating the performance of individual in different fields.

### **Validity**

Psychometric tests have proven to be significant tools for development and suggesting improvement processes. Research has shown that candidates who score the desired rate on psychometric tests are likely to be the most suitable candidate for the post he is assessed for. The valid results help recruit the best suitable candidate for right job.

### **Reliability**

A fair and reliable comparison can be made between the abilities, aptitude and personality profiles of candidates attempting this test. The accuracy, precision and consistency of information recorded remains the same even when assessed at different times and settings.

### **Time Saving**

Psychometric tools can be used for assessing multiple candidates at one time. It saves time to administer tests and draw results for recruitment.

### **Cost-effective**

If you get the right people for right job, the investment on psychometric tools is paid back in more valuable asset. Jobs will be done more skillfully, efficiently, reliably and punctually.

## Psychometric Measurement Dimensions

- Aptitude
- Intellectual Abilities
- Job Fit
- Motivation
- Intrinsic Nature
- Career Preferences
- Competencies

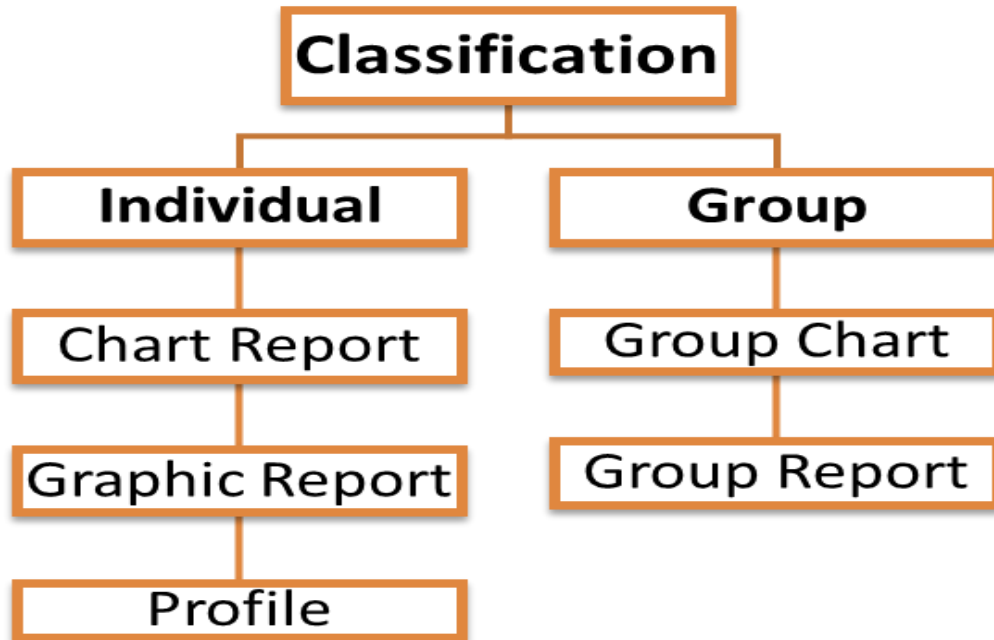
## Uses of Psychometric Assessment

- Recruitment and Selection
- Promotion within Organization
- Professional Profiling
- Admission in Educational Institutes

## Testing Beneficiaries

- Students seeking right careers
- Individuals for Professional Development
- Organizations for Recruitments
- Individuals/Organizations seeking career choices

## Classification of Assessment Reports





### Test Formats

- Online using computer
- Paper Pencil (manual)

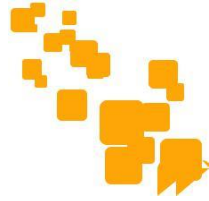
### Where lays theoretical foundations of our Tests?

- Herzberg motivational theory
- Holland's Theory
- Myers and Briggs theory
- Carl Jung Psychoanalytical Theory
- Shavelson and Bolus Self-Concept Theory

### Uses of Assessment and Testing Service

- Recruitment and selection
- Promotions in an organization
- Training and development
- Professional profiling and learning plans
- Admission tests in educational institutes

### Testing beneficiaries

- Students for career choice
  - Individuals for professional development
  - Organizations for right selection for a job or training
  - Students seeking admission
  - Individuals/organizations determining career choices
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## Available Tests for Assessments at ASK

### 1. Sales Position Test (SPT)

This test is designed to assess personality traits, aptitude and skills for successful career in sales. It assess all the required skills for best suited candidate for sales business. This assessment will help decision makers to select the best attributes (e.g. adaptability, extroversion, critical thinking, competitiveness, self-development, communication etc.) in individual for the position of choice.

### 2. Personality and Aptitude Test (PAT)

This test is designed for assessing skills, knowledge of subject and intelligence regardless of any specific position for any field. It presents a 10 point picture of a person's thinking patterns and personality. It targets to assess aspects of numerical reasoning, extroversion, spatial ability, analytical reasoning, integrity, abstract reasoning and ability to work under stress etc.

### 3. Students Admission Test (SAT)

This test is specifically designed for the purpose of admitting students at different educational levels. It is also referred as "Entrance Examination" taken by educational institutes to select students for admission. Design of test is dependent on the requirement criteria and specifications of institutes for different level of education. Like:

- **Numerical Ability:** Mathematics, laws, arithmetic aptitude, quantitative reasoning etc.
- **Verbal reasoning:** English language vocabulary, composition, written communication etc.
- **Critical thinking:** Giving scenarios to find solutions in expository manner, directions and judgments.
- **Non-verbal Intelligence:** Manipulating directions and figures through logic.
- **General knowledge:** Everyday science, Religious Studies, Social and global studies.

#### **4. Career Aptitude Test (CAT)**

Aptitude affinity of students is assessed through this test and the career for which skills and aptitude of students are best suitable is suggested for career orientation. Some of major career paths can be:

- Arts, Technology and Communication
- Government services and Public Administration
- Business Management and Administration
- Law, Public Safety and Security
- Hospitality and Tourism
- Architecture, Engineering and Construction
- Science, Technology, Medicine and Logistics

#### **5. General Recruitment Test (GRT)**

This test is of general nature which is designed to assess or determine ability, capacity and motivation of individuals for learning new skills, knowledge seeking and intelligence required for some specific field of knowledge.

#### **6. Customized Tests**

This option or feature is designed to make any desired alteration in the already developed tests and its specifications according to the demand of organization, customers or client institutes for whom recruitments are done. The standards of test are customized to best suit the business or educational requirements to meet the demands of client.

### Why is ASK's PATS is a better option to choose?

- ASK's assessment tools are ISO certified for their quality assurance
- Content included is reviewed by Ph.D. experts
- Qualified team of HRM and Training Professional present all over Pakistan
- Indigenous researches on Psychometric Tests development
- Desk research endorsement
- Award Winner: 100 Fast Growing Companies of Pakistan (Position # 33 )
- Copyrights for various Clinical, Personality, Aptitude, Projective and other assessment techniques
- Associated with PSP Metrics, USA. It has worked for Fortune 500 companies, has over 1000 client companies worldwide and more than 350,000 people have been assessed through 1.5 million (approx.) test administrations in 23 countries.



## **AVAILABLE TESTS**

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### **3. Career Aptitude Test (CAT)**

This test is designed to assess aptitude affinity of students to help them choose the academic streams for careers for which their skills and aptitude are best suited.

### **4. General Recruitment Test (GRT)**

This test is designed to assess or determine ability, capacity and motivation of individuals for learning new skills, knowledge seeking and intelligence required for different portfolios.

### **5. Personality and Aptitude Test (PAT)**

This test is designed to help you understand your abilities as well as areas of improvement to lead a competitive life in the age of highly cataclysmic era to live in. It presents a 10 point picture of a person’s thinking patterns and personality.

### **6. Customized Tests**

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## **Contact Us**

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