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## Employment Personality Tests Decoded

Anne Hart, George Sheldon  
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# EMPLOYMENT PERSONALITY TESTS

# DECODED

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- Give Them the Answers They Want
- Assess Your Score

ANNE HART WITH GEORGE SHELDON

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**Anne Hart, George Sheldon : Employment Personality Tests Decoded** before purchasing it in order to gage whether or not it would be worth my time, and all praised Employment Personality Tests Decoded:

10 of 11 people found the following review helpful. mostly for fun / not a scholarly or thorough approach to assessmentsBy Carol C.This is not a scholarly approach to corporate assessments. Rather, it's a light, colloquial discussion of the concept of employment-related skills and personality assessments, followed by some rather interesting sample tests created primarily by the author, Anne Hart. The book contains 115 pages of commentary, followed by another hundred pages of sample tests -- though not any you might expect to find. The author makes a number of interesting points and gives the reader plenty of suggestions for further reading, but I don't think you'll find

extensive information about how the more widely used assessments are structured and evaluated. What I like best about the book are the author's interviews with corporate trainers, consultants, and organization effectiveness specialists about how they use certain assessments. The author also includes plenty of references and websites for the reader to explore -- and she references Annie Murphy Paul's *The Cult of Personality* many, many times. The author repeatedly advises that the primary reason an employee is selected for a position (hired or promoted) is because the employee creates the least financial risk for the company -- or alternatively, the least risk for the boss. She also adds that an employee is hired because she connects well with others, not because she's well-connected. The author advises test-takers to always choose the most extreme answers on honesty tests -- always strongly agreeing or strongly disagreeing with the position that shows the most loyalty to the company. Later, she advises test-takers to be cautious and choose middle of the road answers on anger assessments. The advice alone is confusing. She also advises test-takers to call their prospective employers' HR department, ask what tests are used, and then get a copy of the test from the publisher and take it in advance. Publishers of reputable assessments would not make the assessment available to an untrained individual, and it is unlikely that an untrained individual could make sense of the assessment even if were able to score a copy. The most disappointing part of the book came with the author's self-designed personality tests in the appendix. Honestly, I can't imagine that any reputable employer would use anything like these assessments. The author acknowledges that the tests are for fun, and amazingly, she encourages the reader to design his/her own personality tests -- although the value of a test that hasn't been validated is pretty limited -- entertainment value only. Many of the questions in the author's self-designed personality assessments involve choosing a mate or someone to date. Even when the questions border on being work-related, they're a little odd, usually involving a dating scenario -- like asking how you would choose between a career conference and a singles-only convention in Rio. For example, -One question involves how you would react to being told you had to fire someone who took too long to return from maternity/paternity leave -- and here's the kicker -- this is someone you'd really like to date, and you even hoped to marry if things worked out right. Would you terminate the person as ordered or not? Either choice involves you being able to ask the person out and date them. Huh???-Another question about which of two supervisors you'd prefer -- in part, based on the supervisor's response to the fact that you are dating the supervisor's adult child. -In one question, you must interview blind dates in order to choose one to escort you on a world cruise. Each applicant has a half hour interview. You now have only ten minutes to choose the winner. Would you prefer each applicant to come in at the scheduled interview time or just walk in off the street and surprise you? I've had jobs where I had to make decisions with limited information. I've had jobs where I've had to make decisions under tremendous time pressure. But I've never been in a job where I had ten minutes to choose a blind date to escort me on a world cruise. Overall, this is somewhat interesting to read and it is full of suggestions on websites to visit and other places to look. But a scholarly or well-researched approach to employment personality tests -- that's one thing it isn't. 3 of 4 people found the following review helpful. Not impressed By Pastor Aaron Gravett I purchased this thinking it would give me an idea of how to decode the test as it claims, but it does nothing of the sort. The bulk of the book just talks about what the tests are, why companies use the tests, and the different tests there are. It never truly goes into what the companies are wanting for each career field that the tests are aimed at. Very disappointed.

At least 30 percent of American companies, from American Express and Bank of America and IBM to Marriott, Procter Gamble, Time Warner, and a host of smaller firms, subject their employees to one or more personality tests each year. Why do they do it? Employers want to hire and retain employees who are qualified, confident, resilient, even-tempered, and loyal. Personality assessments, like coaches, help them identify potential problems. The corporate world is intense. Employers need to know how their staff will deal with the inevitable pull of priorities between a regimented corporate life and family responsibilities. Under normal conditions--and under stress--how do you deal with conflicts, solve problems, and arrive at results? Will you overlook important details? Find it difficult to interact with your colleagues? Disrupt a team? Threaten your supervisor? Employers care how you make sense of the world because they want you to be reliable--as reliable as the test they're subjecting you to. You will be hired--or retained--because the test shows you will pose the least financial risk to your employer. Can these tests be "beaten"? The short answer is no. But you can certainly learn more about them and, based on that knowledge, have a better idea of the answers each test is looking for. *Employment Personality Tests Decoded* will show you: \* Why corporations require tests. \* Details of the most popular tests. \* How to prepare for each type of test and assess your score. \* What good (positive) attitudes employers want to see on personality assessments and profiles. \* How to solve problems, get results, and simplify answers for clarity. \* Your legal rights when taking corporate personality assessments. \* How to ace team-building and leadership assessments, even under stress. With *Employment Personality Tests Decoded*, you'll never again have to worry that you will fail to get the job you want--or keep the job you love--because you couldn't pass the personality test!

About the Author: Anne Hart is a popular California behavioral-science journalist, columnist, scriptwriter, and author of 70 books. She is a member of the American Society of Journalists and Authors and Mensa and holds a graduate degree

in English/writing. She has designed dozens of tests and assessments. George Sheldon is a journalist, photographer, author of 22 books, and a member of the American Society of Journalists and Authors. Sheldon writes about business, travel, and history. He is a native of, and still resides in Lancaster, Pennsylvania.