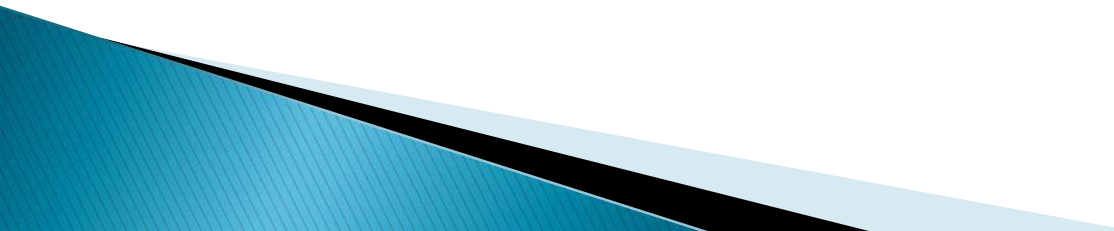


Unit 3

Career Preparation & Talent Management

Presented By–
Sarita Yadav

Aptitude

- ▶ Aptitude refers to an individual's inherent competence to undertake specific tasks. It is his/her natural ability to learn.
 - ▶ An aptitude test is a widely accepted medium for employers to evaluate a candidate's intelligence and ability. It can have different types of testing formats, depending on the required skills for the job role. These tests are designed with questions to gauge how candidates react to a specific situation besides their ability to perform tasks or solve problems.
- 

Aptitude Assessment

- ▶ An aptitude test is a way for employers to assess a candidate's abilities through a variety of different testing formats. Aptitude tests will test your ability to perform tasks and react to situations at work. This includes problem-solving, prioritisation and numerical skills, amongst other things. The psychometric tests are multiple-choice and there is only ever one correct answer, your score is then marked and your level is compared against other candidates who have taken the same test as you.

Aptitude Assessment

- ▶ Aptitude is symptomatic or indicative of one's potentialities.
- ▶ An understanding of one's aptitude helps us to know what he can do in the future.
- ▶ It is the combination of both inborn capacities and developed abilities and skills etc.
- ▶ Aptitude can be developed by practice and training.
- ▶ It is considered to be unique or unusual potential of an individual.
- ▶ Aptitude opens the ways of interest and satisfaction in life,
- ▶ It connotes more than potential ability in performance,
- ▶ It is a present condition but with a forward reference.

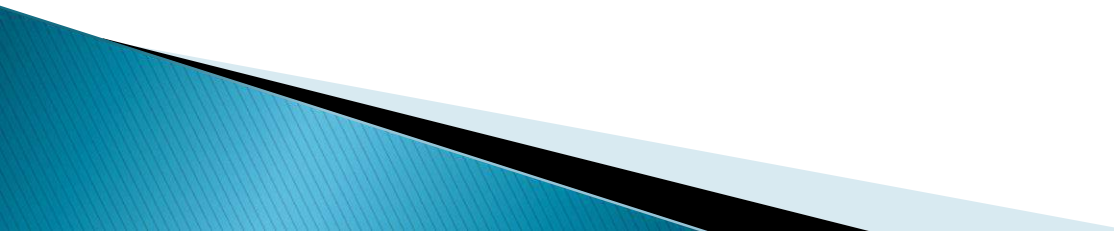
Measuring Fluid Intelligence

- ▶ It is the ability to analyze a given situation and devise a solution. While using fluid intelligence, we don't rely on acquired knowledge. It is about the human wit that works in spontaneity. Fluid intelligence involves using logic to solve new problems.
- ▶ **A few examples of tests that measure fluid intelligence:**
- ▶ Puzzles
- ▶ Abstract Reasoning Analyses
- ▶ Spatial Reasoning Assessment
- ▶ Visual Reasoning Test
- ▶ Logical Reasoning Tests
- ▶ Problem-Solving Skills Analysis

Measuring Crystallized Intelligence

- ▶ Knowledge acquired through experiences and education forms the base of crystallized intelligence – everything one has learned in school and college builds his/her crystallized intelligence.
- ▶
- ▶ **A few examples of tests that measure crystallized intelligence:**
- ▶ Reading Comprehension Analyses
- ▶ Verbal Ability Tests
- ▶ Language Proficiency Assessments
- ▶ Numerical Reasoning Test
- ▶ Data Interpretation Assessment
- ▶ Decision-Making and Judgment Test

Why and how do you take an aptitude test?

- ▶ Aptitude tests are a great way for a hiring manager to gauge a candidate's suitability to a role. They are a tool used to see how candidates might deal with the challenges of the role they are interviewing for.
 - ▶ Aptitude tests are usually done via an online platform, however, businesses may invite you into the office to take these tests too. This depends on their recruitment processes.
- 

Types of aptitude tests

- ▶ Numerical Reasoning Test
- ▶ Verbal Reasoning Test
- ▶ Inductive Reasoning
- ▶ Mechanical Reasoning Tests
- ▶ Diagrammatic Reasoning Test
- ▶ Spatial Reasoning Test
- ▶ Situational Judgement Test
- ▶ Mental Arithmetic Tests
- ▶ Number Sequences
- ▶ Verbal Analogies
- ▶ Vocabulary Tests
- ▶ Syllogisms
- ▶ Word Problem Tests
- ▶ Logical Reasoning