

## Faking it

It is possible to cheat the personality psychometric test (Paper and Pencil) by putting answers that may not be your true responses but instead are the replies you think show the employer that you have what it takes to excel in the role for which you are applying.

Test producers themselves agree that it is quite possible to fake a psychometric test, when it is based on the paper and pencil method; as you are able to read and get a rough understanding of the nature and pattern of the questionnaire. In a situation like that, all you have to do is pretend to be someone you are not. It involves guessing what the employer wants, which is not always simple. With the computer-based system, you do not know what the next question is going to be and it employs in-built mechanisms to guard against fibbers. It asks the same question in a variety of different ways at different points in the questionnaire and then looks for major discrepancies. For instance, two questions, which would hopefully yield similar results, might be to agree or disagree with the following:

'New ideas come easily to me' and

'I find generating new concepts difficult.'

As you can see here, tests try to guard against intentional manipulation by posing the same question more than once but wording it differently. Another example to illustrate this is - 'I find it difficult to work with others', and 'I enjoy team work' (after 16 other questions of course!), if there was a discrepancy between your replies then the chances are that you are faking it.

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