

Introduction

The more you know about tests, the more thoughtfully you will approach them—and the tests you take will help you win the right job.

When you are in the running for a job, there is a good chance you will be asked to take some tests. What you might not know is that there are things you can do to help make this a win-win situation for both you and the employer.

It is rare for someone like me – a specialist in employment testing – to address job seekers. We industrial psychologists normally conduct and interpret research for the benefit of employers. We don't often translate research and make it useful and understandable for job seekers. I stepped out of my normal role to write this book: *to give you an edge*.

Tests are one of the most misunderstood events in a job search. What makes testing even more perplexing is that sometimes the test seems to have nothing to do with the job. I wrote this book to help you – the job seeker – understand pre-employment testing so that you can approach tests with a strategic perspective and with considerably less frustration and anxiety.

In *Employment Tests: Get The Edge*, I will give you a general overview of employment tests, discuss the types of tests you might be asked to take, provide pointers for doing well in pre-employment testing, and describe how you can come out ahead even if you don't get the job.

I believe that the more you know about tests, the more thoughtfully you will approach them – so that the tests you take will help you win the right job.

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