

# 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.

---

**W**hen 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.

*Erica Klein*