

# Psychometric Assessments

UNHCR has partnered with Team Focus and Profiling for Success to provide the assessments for the position/profile for which you are applying.

## **What assessments does UNHCR use?**

UNHCR uses three psychometric tests designed to measure reasoning skills using different kinds of information - words, numbers and shapes. A brief description of each is as follows:

### **Verbal Critical Reasoning:**

This assessment presents you with passages of text and you need to demonstrate your understanding by deciding whether further statements follow logically from the information provided in the passage or not.

### **Numerical Critical Reasoning:**

This assessment presents you with numerical information in various forms including graphs, tables and charts. You need to analyse these in order to demonstrate understanding and the ability to make correct interpretations of the data.

### **Abstract Critical Reasoning:**

This assessment presents you with two sets of shapes. Each set is defined by a simple rule. Your task is to generate and test various hypotheses to determine this rule and demonstrate your understanding by allocating additional shapes to the appropriate pattern presented. It requires a more flexible form of thinking than the verbal and numerical tests which require a more logical form of reasoning.

You can practice with short sample assessments. Click on the link below to go to the Profiling for Success web site. Once there, select your language and on the following page, click on the 'Client Code + Access Code + Password' button. Then enter the three codes below:

<https://www.profilingforsuccess.com/take-an-assessment.php>

Client code: pfs

Access code: practicetest

Password: practicetest

## **Why does UNHCR use psychometric assessments?**

UNHCR uses psychometric tests because they allow you to demonstrate your ability to process information efficiently and accurately. Whilst past experience is extremely valuable, in a fast paced and changing world it is not enough - we all know how people can slow down or become less effective.



Like our muscles, the brain needs activity to be kept in trim. UNHCR needs evidence that candidates have the potential to advance in their careers. Hence these assessments provide you with an opportunity to demonstrate your abilities using words, numbers or more abstract patterns. They are not the only tools used to judge your ability to understand new information, process it logically to make accurate judgements, but they are an important part of it. In addition, the decision to use psychometrics is based on substantial research evidence that are better predictors of future performance when compared to other forms of assessment.