

PERSONALITY TESTS

Personality tests are part of the recruitment process in many organisations. Whether they truly belong there is another question.

Since the 1990s, psychometric testing has been used in recruitment – with varying degrees of emphasis. As a basis for discussion, helping to move quickly into a more in-depth conversation, they can be useful. However, I consider them unsuitable as a decisive tool for selection. The level of expertise required to interpret results properly is often underestimated – a certification gained over a weekend course is unlikely to be sufficient.

For personal and professional assessments, I fundamentally reject the use of personality tests. Strategic career development requires self-awareness – and that does not emerge from the results of an opaque process. More suitable alternatives are concrete examples from professional experience and well-reflected external perspectives.

Even in recruitment, it would be preferable for interviewers to ask questions in a way that elicits the relevant information directly in the conversation – relying on strong interviewing skills rather than testing tools. Not least, I observe a growing scepticism towards personality tests among younger generations. Another reason to question their use critically.

Articles on personality tests (all articles)

- Why I do not use personality tests
- Successful career development through self-observation