



**Tips and information to prepare
for an assessment.**

Tips to prepare for an assessment.

You have been invited for an online assessment. How do you prepare yourself?

Tip 1. Take an online assessment seriously

Don't think, "Oh, I'll just do that." Organizations take the results of online assessments extremely serious. So do the same as a participant. In addition, the results of an online assessment can be of great benefit to you. It often provides clear guidance and insights for your own development and choices.

Tip 2. Know what to expect

Most online assessments consist of a personality measurement, values/drivers questionnaire and a problem-solving test. Often you know in advance which test(s) you will have to take and what the purpose of the online assessment is. There is a lot of information on our website that can help you prepare <https://assessio.com/candidates-students/>

Tip 3. Above all, be yourself

Answer honestly and spontaneously during a values/drivers test or a personality assessment. Don't pretend to be different than you are, be positively critical and don't forcefully submit what you think are the right answers. This can also have disadvantages and, after all, you yourself want the future position to suit you. It is helpful to keep work situations in mind when filling out the questionnaires

Tip 4. Get a good night's sleep and find a quiet environment

It seems like a catch-all tip, but nothing could be further from the truth. Make sure you start an online assessment well rested. In addition, make sure you are not disturbed while taking the tests. Not in the office by colleagues, but also not at home by children running around or barking dogs. And make sure you have a stable Internet connection when you take the test.



Information about your assessment.

Personality Measurement (MAP).

The MAP test aims to describe your personality on five scales:

- **Conscientiousness.** How do you relate to goals and outcomes? How important is it to you to achieve your goals?
- **Emotional stability.** How do you see your ability to deal with the problems you face?
- **Openness.** How curious and open are you to the world around you?
- **Extraversion.** How do you come across in social contexts and what position do you take?
- **Kindness.** How do others perceive you and what confidence do you have in the outside world?

This “Big-5” questionnaire is the most tested and reliable personality questionnaire. Each main scale also has five subscales, which deepen and nuance. In this way, it provides a nuanced picture of a person's personality (and thus a person's potential). The outcome is determined by how you rate the questions about your behavior.

Most of us are somewhere between extroverted and introverted, at either end of the scale then are the more salient characteristics. Very introverted, with no need for social interaction, at one end and very extroverted, with a great need for social interaction, at the other.

Assessio does not add or remove anything. The test is designed solely to give the most objective picture of your personality.

When answering personality questions, it is good to put your answers in a work context. Think about how you are in work-related situations rather than how you are with your friends, for example.



Values & Drives Questionnaire (Match-V).

Match-V is a questionnaire of your values, inspired by Schwartz's theory of basic human values. Match-V includes nine different values relevant to organizational characteristics, purpose and culture. It provides a comprehensive understanding of individual values that influence motivation, attitudes and behavior, as well as preferences for, and contributions to, an organizational structure and culture.

Of course, people can and do pursue competing values, but not in a single mode of action. They do so through different actions, in different situations.

Self-improvement

In the domain of self-improvement, you will find values such as Status and Achievement. These values are based on qualities such as ambition, aspiration and competition. With a high score, there is a high value placed on personal achievement and a tendency to measure it in a traditional way, such as through personal recognition and prestige.

The Self-Enhancement domain consists of two values:

- Status: Striving for power and influence.
- Achievement: Striving for results and recognition

Self-direction

In the self-direction domain you will find the values Pleasure, Change and Curiosity. These values are based on qualities such as stimulation, interest and excitement. A high score requires flexibility and values alternative ways of thinking and less attachment to tradition.

The Self-direction domain consists of three values:

- Pleasure: value fun and informality
- Change: value novelty and innovation
- Curiosity: value immersion and new perspectives

Self-transcendence (challenging yourself/pushing boundaries)

In the domain of self-transcendence you will find the values Idealism and Connection. These values are based on qualities such as kindness, inclusiveness and altruism. High scores place a high value on goals that benefit multiple stakeholders and a humanistic approach.

In the domain of self-transcendence, we find two values:

- Idealism: prioritizing altruism and inclusion
- Connection: prioritizing helpfulness and camaraderie

Self-restraint

In the domain of self-control you will find the values Conformity and Security. These



values are based on qualities such as stability, dedication and respect. A high score places importance on ensuring harmony. Actions or impulses that may pose great risks are avoided. So is upsetting others or violating social expectations and norms.

The Self-Limitation domain includes two values:

- Conformity: Appreciation of rules and norms.
- Security: Appreciation for safety and insurance.

Matrigma

Matrigma measures general problem-solving skills. It tests the ability to see logical connections, and exercises include seeing relationships between different objects and filling in gaps where information is missing.

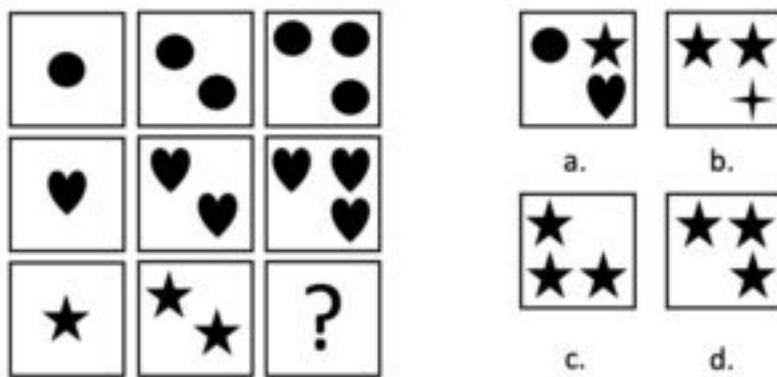
The test is designed so that it accurately measures problem-solving ability; the ability to reason deductively and inductively. With the lack of verbal and numerical tasks, it gives everyone the same chance regardless of language, numeracy, dyslexia, etc.

How do matrices work?

The word matrices is plural of the word matrix. A matrix is a square with as many rows as columns. In an intelligence test with matrices, there is a certain logic in each matrix.

Based on this logic, you must then reason out what should be in the place of the question mark. Because the result of a matrix test is not affected by language knowledge, it can be used to compare people from different cultures and backgrounds.

Here you'll find an example of a matrix question.



Which picture should be at the place of the question mark?

The correct answer is d. In each row, from left to right, the same shape (circle, heart or star) is added each time. So in the bottom row, it must be three stars with five points. The three shapes also have the same position in each row. Therefore, for example, answer c is not correct and b is the correct answer.

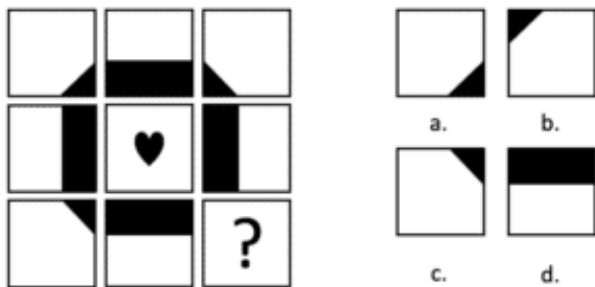
In intelligence test with matrices, the questions become increasingly difficult. In the above example there are quite few shapes and you can quickly see that it adds up. Of course, the number of shapes can increase and different shapes can also be used per cell. As



you can see in the in the following three examples of matrices, increasing from easy to less easy.

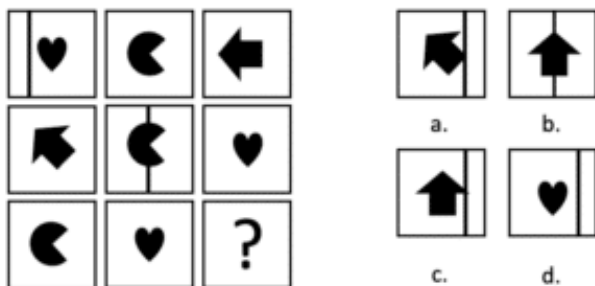
Examples of matrices for an intelligence test

Matrix 1



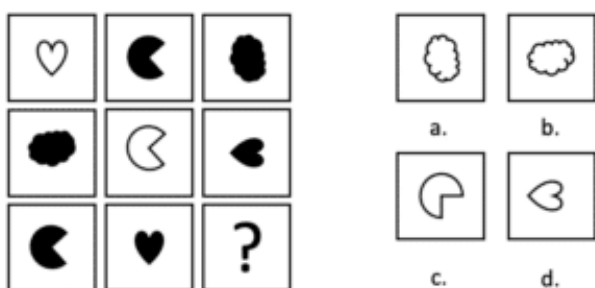
Solution: Answer b. The nine images together form a symmetric picture.

Matrix 2



Solution: Answer c. In the bottom row, the arrow is still missing. The arrow is the only symbol that rotates. In the box with the question mark, it should point upward. In addition, there is a vertical line that moves one box to the right with each line and moves a little to the right in the corresponding box.

Matrix 3



Solution: Answer a. In each row, each symbol appears once. In the bottom row the cloud is missing. In the first row the first symbol has no filling, in the second row the second symbol and in the third row the third symbol. Finally, in each row the third symbol is turned a quarter turn to the right.



In exceptional cases, the matrix test is less appropriate. Because in some languages, such as Arabic, one reads from right to left. Whereas with matrices, the solution direction is usually from left to right.

Can you practice matrices?

Like all types of intelligence tests, you can practice matrices. In fact, it is even very wise to practice these types of questions. You'll discover what kinds of connections are used between pictures. You learn what you can take into account that will make you score better on a test with matrices.

[Exercise 1 \(in Dutch\)](#)

[Exercise 2](#)



