

Psychometric Testing at ASRC: FAQ for Candidates & Employees

1. What is psychometric testing and why does ASRC use it?

Psychometric testing is a standardized testing we use to measure a candidate's cognitive abilities and behavioral preferences style.

At ASRC, we use these tools because our work is complex and emotionally demanding. The tests help us ensure that our staff has the essential resilience, critical thinking and collaborative skills necessary to thrive.

2. Is the hiring decision based solely on the test result?

Absolutely not. The psychometric test is just one part of a comprehensive assessment process.

The results are used to provide objective insight into your cognitive and behavioral preferences. The final hiring decision is a holistic assessment, considering your test results alongside your interview performance, relevant experience, references and demonstrated commitment to ASRC's mission and values. It is an assessment tool, not a pass/fail determinant.

3. What types of tests can I expect at ASRC?

The tests are generally split into two categories, tailored to assess fit for roles across diverse services:

- **Ability Tests (Aptitude):** These measure cognitive skills crucial for problem-solving and handling complex case management or advocacy work for instance:
 - **Verbal Reasoning:** Assessing your ability to quickly and accurately comprehend complex policies, case notes and legal documents.
 - **Logical Reasoning:** Assessing your capacity to analyze patterns, identify connections and solve systemic issues.
- **Personality Questionnaires:** These assess the behavioral traits that align with ASRC's core values:
 - **Emotional Resilience and Stability:** Essential for managing stress and navigating vicarious trauma inherent in human rights work.
 - **Conscientiousness and Integrity:** Vital for maintaining ethical standards and

professionalism.

- Collaboration and Compassion: Assessing your preferred style of teamwork and interaction with clients, colleagues and external stakeholders.

4. How does this testing support ASRC's commitment to diversity and inclusion?

Our testing process is designed to be objective and equitable. By measuring core skills and inherent traits rather than just prior experience, the tests:

- Reduce unconscious bias in the hiring process, ensuring fairer assessments than relying solely on interviews.
- Help us identify candidates from diverse backgrounds who possess the transferable skills and deep passion needed for ASRC's mission, regardless of their career trajectory.

5. How long will the tests take and are they timed?

The duration and timing vary based on the role and test type:

- Ability Tests (e.g., Verbal Reasoning): These are timed and typically take between 30 and 40 minutes each. They assess efficiency under pressure.
- Personality Questionnaires: These are generally not timed. We ask you to take your time and answer honestly, usually taking 20 to 30 minutes to complete.

6. Can I prepare for the tests?

- For Ability Tests: Yes. Look for free online practice tests for verbal and logical reasoning to familiarize yourself with the format and improve your critical response time.
- For Personality Questionnaires: Be authentic and reflective. Since the ASRC environment requires genuine empathy and resilience, answer based on your true, consistent self. Do not try to guess what we want to hear.

ASRC Note: Your honest answers are critical for us to place you in a role where you can truly thrive without risk of burnout.

7. What if I have an existing condition (e.g., trauma, disability) that might affect my testing?

ASRC is deeply committed to accessibility and accommodation.

If you have a disability, neurodiversity, or have experienced trauma that might affect your ability to perform optimally under timed conditions or specific test formats, please inform the P&C team immediately. We will work with you to provide reasonable accommodations, such

as extended time or an alternative test setting.

8. Will my results be discussed with me?

While we do not share test results with candidates, we believe in transparency and professional development. Candidates who progress to the interview stage will typically have the opportunity to ask for a summary of their results and how it relates to the key behavioral competencies of the role.