

Reasoning for Business™

Managerial and Graduate – Diagrammatic Reasoning Practice Leaflet

Psychometric tests are used by organisations to assess people for selection and development purposes. This leaflet provides you with information on the type of tests that you will be completing and some practice questions to allow you to prepare and familiarise yourself with the format of these tests.

Using psychometric tests for assessment purposes offers a number of benefits:

- They provide employers with a fair and objective way of assessing people. Everyone who completes the tests does so under the same conditions and within the same time limit.
- They are designed to be broadly reflective of the reasoning skills required for jobs and can therefore indicate which person has the specific abilities needed to succeed in given roles.
- They allow people to demonstrate their abilities and help employers to identify individual strengths and development needs. This, in turn, can help people identify those jobs which are most suitable for them.

WHAT IS THE REASONING FOR BUSINESS – DIAGRAMMATIC REASONING TEST?

This test measures your ability to extract general concepts or rules from apparently unrelated visual information. While this test may appear to be less business related than other types of tests, it assesses important conceptual thinking and reasoning skills, relating to the ability to identify patterns and relationships between information and apply this understanding to new instances or situations.

The Diagrammatic Reasoning test is designed to measure skills and abilities that are important in the formation of concepts, high-level problem solving and aspects of strategic business thinking. It is also designed to be reasonably challenging for any one wanting to work in a higher-level business function, but you do not need to have any particular knowledge or experience of working at this level. All of the information you need will be provided for you in the test. In order to help prepare you for the test, we have provided you with some practice questions on the following pages. These will enable you to familiarise yourself with the type of questions that you will be required to complete. Although these practice questions are not timed, the actual test will have a set time limit, so you should work through the questions as quickly and accurately as possible. You can mark what you consider to be the correct answer by filling in the appropriate circle in the section at the bottom of the page. Note that when you complete the actual tests on paper, you will be provided with a separate answer sheet for this purpose. Correct answers and explanations are given, to help you assess your understanding of the kind of questions used.

Reasoning for Business™

Diagrammatic Reasoning Test – Practice Questions

INSTRUCTIONS

This test looks at your ability to identify similarities and differences between groups of patterns and then to apply this understanding to help categorise additional patterns.

You will be presented with blocks of patterns arranged into two groups, Group A and Group B. All of the patterns within Group A are related to each other in some way, while all of the patterns in Group B are also related to each other in a different way.

Your task is to identify the rule that explains why the patterns are grouped as they are. Note that there is no relevance to the sequence or order of the patterns within each group.

Below the two groups of patterns, there will be four additional, individually numbered patterns. For each of these additional patterns, you should decide which of the two groups it belongs to and indicate your choice by filling the appropriate circle as follows:

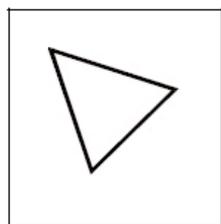
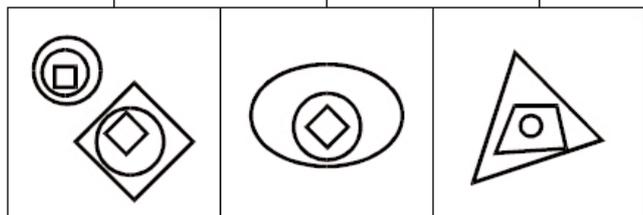
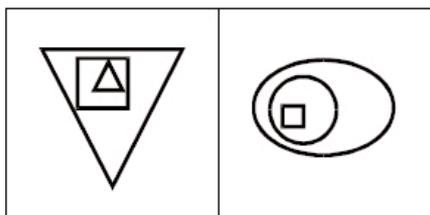
- If you think that the individual pattern belongs to Group A, then fill in circle A.
- If you think that the individual pattern belongs to Group B, then fill in circle B.
- If you think that the individual pattern belongs to neither Group A nor Group B, then fill in circle C.

Look at the practice questions on the opposite page and complete the appropriate circles in the grid below.

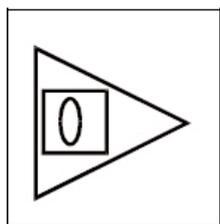
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Ex. 2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Ex. 6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ex. 3	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Ex. 7	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ex. 4	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Ex. 8	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

PRACTICE QUESTIONS 1 TO 4

Group A

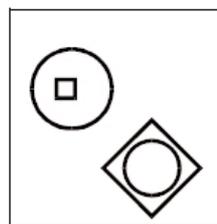
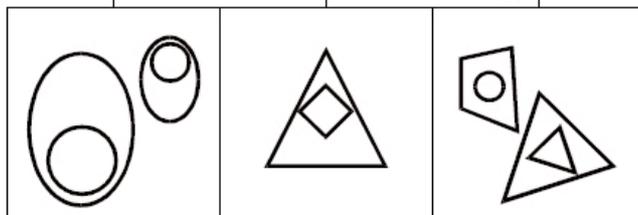
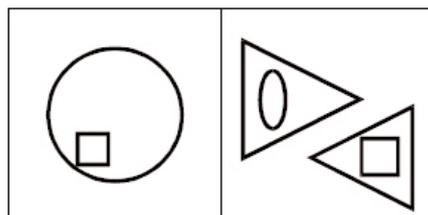


Ex. 1

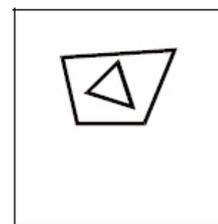


Ex. 2

Group B



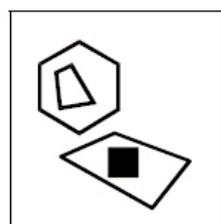
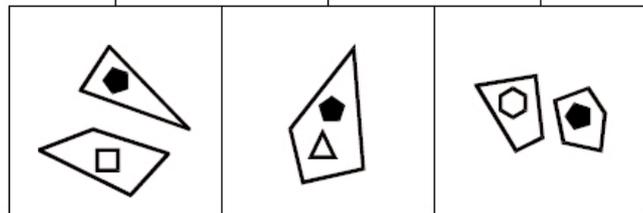
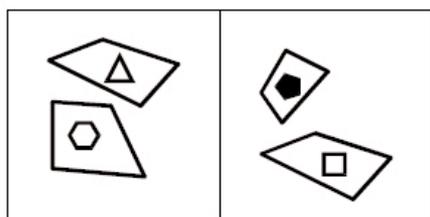
Ex. 3



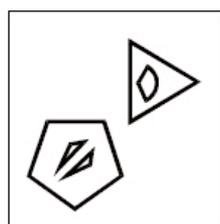
Ex. 4

PRACTICE QUESTIONS 5 TO 8

Group A

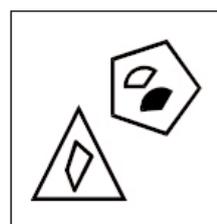
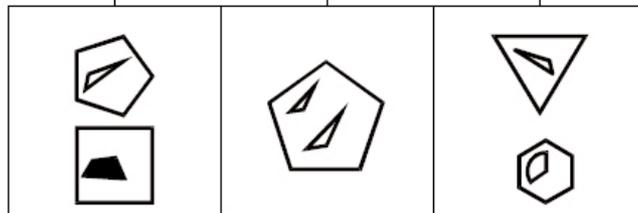
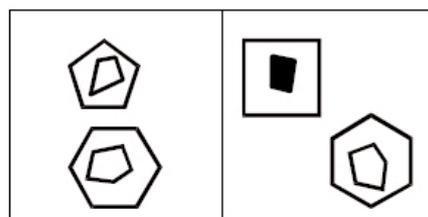


Ex. 5

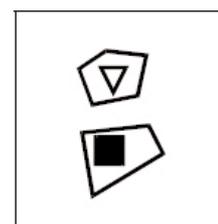


Ex. 6

Group B



Ex. 7



Ex. 8

Answers to Practice Questions

Example number	Correct answer	Explanation
Examples 1 to 4		The patterns within Group A all consist of a shape enclosed within two larger shapes. The patterns within Group B all contain a shape that is enclosed in one larger shape.
Example 1	C	No shape enclosed.
Example 2	A	Shape enclosed within two larger shapes.
Example 3	B	Shape enclosed within one larger shape.
Example 4	B	Shape enclosed within one larger shape.
Examples 5 to 8		For Group A, the patterns consist of regular shapes enclosed within irregular shapes. For Group B the reverse applies, eg irregular shapes enclosed within regular shapes.
Example 5	C	Shapes from both Group A and Group B are shown.
Example 6	B	Irregular shapes enclosed within regular shapes.
Example 7	B	Irregular shapes enclosed within regular shapes.
Example 8	A	Regular shapes enclosed within irregular shapes.

Preparation for the testing session

Things to remember before the test session:

- Let the administrator know in advance if you have any special requirements, for example if you have a disability that could affect your performance
- You should allow yourself plenty of time to get to the location where the testing will be taking place
- If you normally wear glasses or use a hearing aid, you should bring them with you
- Listen carefully to the instructions that you are given before taking the test
- If you are unsure about anything, ask the test administrator before the test starts.

Things to remember when taking the test:

- Make sure you read the question carefully
- If you find a question too difficult, move on to the next one and then come back to it later if you have time left over
- Make sure you work as quickly and accurately as possible. There is a set time limit for the test

Remember that psychometric tests are normally only one of many forms of assessment used when selecting staff - even if you feel you have not performed as well as you could, you will be able to demonstrate your strengths in the other forms of assessment. And, finally, GOOD LUCK!