

EMPLOYABILITY SKILLS AND KNOWLEDGE

MODULE 32



TEST OF INTELLIGENCE

THE SERVICES Selection Board conducts an extensive exercise involving a wide variety of tests during the interview process:

Reasoning ability

Verbal

Let us look at some examples:

(The multiple options are not being given here, in order to save space. But in the actual test options will be furnished.)

1. Snake is to crawl, as bird is to

2. In a code CAMEL is written as BZLDK. What would be ELEPHANT in the same code?

3. Locate the stranger: Leaf, tree, flower, fruit, root

4. What is the absurdity in the following report?

A constable reported, "Sir, Gopal committed suicide yesterday. I saw his body in five pieces near the post office."

5. Give one word which can substitute the given group of words.

(a) One who hates women.

(b) One who betrays his country.

6. My watch is 10 minutes slow, but I think it is 5 minutes fast. Your watch is 5 minutes fast. But you think it is 10 minutes slow. Both of us plan to catch a train at 6 a.m. Who gets there first?

7. Pointing to the photograph of a girl, Raju said: "She has no sisters or daughters. But her mother is the only daughter of my mother." How is the girl in the photograph related to Raju's mother?

(a) Sister-in-law (b) Grand-daughter (c) Daughter-in-law (d) Cannot say (e) None of these

Answers

1. Fly 2. DKDOGMS (Apply the rule of 'minus one' in the alphabetical order)
3. Tree (not part of a tree)
4. A person cannot cut himself into five pieces.
- 5 (a) Misogynist (b) Traitor 6. You 7. Grand-daughter (The girl is Raju's sister's daughter.)

Non-verbal

One drawback of the verbal questions is that when the test aims at measuring reasoning ability, those who have better proficiency in the language get an undue advantage (example question 5 above). In questions involving numbers, those who are good in mathematics will enjoy an unintended advantage.

In non-verbal part (matrices), we may have to answer 60 questions based on pictures in 25 minutes.

Test of attitudes

There are psychological tests that would bring out the attitudes, thoughts, mindsets, desires, and feelings in a candidate. Usually four kinds of projective personality tests would be used.

1. Word association test
2. Thematic apperception test
3. Situation reaction test

Word association

The candidate is shown a common word for about 15 seconds on a screen or board, during which time he has to write a sentence, using the word. It may be his first reaction to the idea contained in the word.

After 15 seconds, another word is shown for 15 seconds. This process continues and candidates are asked to write 60 sentences, in quick succession. The psychologist analyses the personality traits and attitudes on the basis of the natural reaction of the candidates to specific words. Make the sentences short and simple

Suppose the word 'examinations' is shown. It is far better to write: "Hard work helps us to pass examinations" than to write "Many students fail in examinations."

A few alternative responses are furnished below. Anyone can appreciate that the responses shown first are not desirable.

Argument: 1. I always argue. 2. Let us avoid arguments.

Beauty: 1. Beautiful girls are chased by Romeos.

2. A thing of beauty is a joy forever.

Here is an exercise. Try to make sentences based on the following words, using not more than 15 seconds for each.

Impossible, Love, Think, Teacher, Legal, Attempt, Death, Strict, Struggle, Bitter, Advice, Wealth

Thematic apperception

A picture is shown to you for 30 seconds. You should then write a story based on the picture in three minutes. This procedure would be repeated in close succession till 10 pictures and stories are complete. It is desirable that the story has a beginning, a climax, and a proper ending.

Observe the picture with extreme care. Note even the small details. See whether there is any written matter anywhere in the picture. Any story will be woven around some individuals. So focus on the people shown in the picture.

The picture may depict an incident or a situation. You may imagine a past sequence that led to the situation shown, and then construct future events. You may appropriately conceive the thought processes and attitudes of the characters in your story.

Your story should be something that can happen in real life.

Do not employ artificial techniques like flashback.

The story should have a hero and supporting characters. The story should dwell upon optimism, team spirit, success, positive developments, service to others, honesty, courage, hard work, satisfaction, and contentment. A defeatist attitude, pessimism, fear, suspicion, disappointment, and failure are not suitable.

The plot has to be straight and simple. There has to be a positive note in the end.

Give short names such as Ravi, Madhu, and Usha to the characters. Do not give names like X and Y.

If you can, give a suitable title to the story.

Never go for obscene expressions.

- The story, though short, should be complete.

- Do not write a 'moral' for the story. The reader can guess it.

- You may keep in mind that pictures involving a road accident, war, frustrated youth, captive woman, river and boat, thief, hospital scene and graveyard are common. You may think about them in advance, as a part of preparation.

- It is better to go for short sentences, simple language, past tense and clear expressions. You should practise writing three-minute stories.

Situation reaction

The test involves assessing the reaction of the candidate to a number of real life situations.

When the candidate expresses such options in a number of cases in quick succession, under time constraint, he would without his knowledge paint a picture of his own attitudes.

Often, you would be asked to state the reaction of Theo or Mr.X to a given situation. You imagine that you are that person and furnish answers. The test aims at checking the practical wisdom, imagination, determination, consistency of views, social commitment, co-operative spirit, courage, presence of mind, and above all common sense.

You can be asked to furnish a list of items, as the items Theo would take when he goes hiking. You may have to answer 50 questions in 25 minutes.