

PART 3

You are going to read a magazine article about personality tests. Seven sentences have been removed from the article. Choose from the sentences (A-H) the one which fits each gap (16-21). There is one extra sentence which you do not need to use. There is an example at the beginning (0).

Personality Testing

D Do you agree with the following statements? Just answer yes or no - and do it as quickly as possible.

- I looked up to my father as the ideal man.
- Sometimes I feel like smashing things.
- Women should not be allowed to drink alone in bars.
- I prefer having a bath to a shower.

0 **H** And since your next job or promotion could depend on your answers you had better take this test very seriously.

At a time when employing the wrong person could cost a company money, employers are understandably careful about accepting information from candidates at face value. **16** They need to know whether you are sociable or shy, the type that enjoys a challenge or runs away from change. If you're always out-going, you could be the perfect sales assistant - but might not be suitable for another position.

Personality testing is not new. In the Old Testament, Gideon the war leader used a simple psychological test to select an army that was about to go into battle. **17** In modern times, however, personality testing only dates back to World War I, when the American army tested two million men in order to place them in the most suitable jobs.

Despite their popularity, not everyone thinks that personality tests work. At the centre of the argument lies the question of what makes a personality.

18 Furthermore, do we know ourselves well enough to be able to give correct and honest answers? On the subject of honesty, psychologists believe that there is a huge gap between what people say about themselves and their true personalities. Applicants are usually aware of the types of people an employer wants. **19**

Psychologists believe that people do not change in the way they behave. That is to say that people, no matter if the time or the place changes, will always do things in the same manner. **20** Another thing these tests assume is that people who are organised in their private lives, will be organised in the workplace. Clearly this may not be the case, but that person whose test results say that they are hard working and honest will appear very attractive to an employer.

But nowadays, with so many applicants for each job, employers are not all that interested in whether there is real evidence that personality tests work. **21** And a refusal to complete one of these tests when you next apply for a job is unlikely to be seen as a positive sign by the employer. If one applicant refuses, while all the others agree, the employer will often just throw the application away.

- A** There is little evidence that those aspects of the personality revealed by testing are related to people performing well in a job.
- B** In most cases, employers simply want to know basically what type of person you are.
- C** For example, one person may always be polite when speaking on the telephone, while another will always be sharp and impolite.
- D** Personality testing has become such a big business that there are now more than 50,000 different tests.
- E** As a result, there is a tendency for applicants to lie or cheat by giving the answers he or she knows the employer wants to hear.
- F** The ancient Chinese also used personality tests to select high-ranking clerks and civil servants.
- G** They just want a quick, cheap method of cutting down on the number of applicants they have to interview for each job.
- H** All these statements appear on a personality test currently being used by employers in Britain.