

## **Information on EPSO/AST/112/10– The computer based pre-selection test By Marcus Delacor**

The following report is based on own experiences with one computer based pre-selection test in early February 2011. The report shall provide you with some orientation, but cannot predict the shape of other pre-selection tests in the framework of EPSO/AST/112/10.

### **Technical details**

- Procedure: Test on verbal reasoning (20 questions in 35 minutes), test on numerical reasoning (10 questions in 20 minutes), test on abstract reasoning (10 questions in 10 minutes), 10 minutes break, then test accuracy and precision (40 questions in 6 minutes), test on prioritising and organizing (24 questions in 30 minutes) and test on situational judgements (20 questions in 30 minutes).
- A calculator is available.
- Two non-permanent markers are available. There are also two blank DIN-A4 „sheets“, which can be cleaned.

### **Test on verbal reasoning**

- The question was always: “Which of the following answer can be deducted best from the text?” That question indicates that sometimes two answers were quite right and the one, which could be best deducted from the test, should be chosen.
- Level: medium.
- To eliminate 2 wrong answers was often possible.
- Often the text is rather short, but all sentences should be read.
- Mainly very short texts, maximum 6 lines; it is easy to get an overview. .
- Very often the answers differ from each other, text should be carefully read.
- Several popular science topics occurred (written like press reports or wikipedia articles)

### **Test on numerical reasoning**

- Usually the question is only one (short) sentence.
- Level: Easy.
- In most of the cases only one calculation needed: either subtraction or multiplication, or identifying the percentage.
- Using the calculator seems to be an advantaged in a lot of cases.

### **Test on abstract reasoning**

- Level of difficulty: As AD

### **Test on test accuracy and precision**

- The example on the EPSO side illustrates very well the test.
- The test becomes step by step more complex:
  1. Only one data is wrong.
  2. One data is wrong or nothing is wrong.
  3. One data is or two data are wrong.
  4. Two data including the pictograms are wrong.
- Level: Easy, but one have to know how it works and be fast.

### **Test on prioritising and organizing**

- The example on the EPSO side illustrates very well the test.
- Examples: Time tables (two), calendar (two): availability of employees at working place, Hotel: Meeting rooms, size, price and services, Hotels: Price, distance to airport, stars, extras
- Level: Medium to easy

### **Test on situational judgements**

- The example on the EPSO side illustrates very well the test.
- Following areas are testes: Resilience, Prioritising and Organising, Analysis and Problem Solving, Working with Others, Delivering Quality and Results
- Level: As AD. There are no AST specific questions. Often questions put you in the position/shoes of a project leader, which is unrealistic for AST-tasks.