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## Ubs numerical reasoning test wso

Jonay CP via Flickr Wall Street is known for interviews that have put potential trainees and employees through. The questions posed are erratic, and go everywhere from complex questions of the field to brain teaser to situation questions that can test your moral fiber. So, when Wall Street Oasis forum posters asked the question, "What is the hardest interview ever asked you?" we couldn't help but be interested in what posters were supposed to say. We discovered that most of the "most difficult issues of all time" were asked for open situations that had no right or wrong answer, so we threw together the best of them. Do you think you have the "correct" answer? Think again. And for further advice from Wall Street Oasis posters experts head to their conference on July 28. Investment banks have opened their graduation programs to applications. This means that it is time to perfect your CV, understand what it takes to get through the application form and highlight the results that will take you apart from the competition. But there is another element – the psychometric tests feared. Numerical tests are well known, but the reality is that – depending on the investment bank – students will also be tested on logical reasoning, verbal reasoning, personality profiling and situational judgment. If this sounds quite discouraging, keep in mind that the term "test" is something of a misnomer. "Apart from numerical tests, there is no right or wrong answer," says Mark Parkinson, a corporate psychologist who puts these tests for organizations. "They are really questionnaires and give the answer "wrong" in the end will return to bite you, because you are probably not suitable for work." Numerical tests are applied for the first time during the initial screening phase of the recruitment process of banks ofThese tests are online and are relatively easy – banks will also submit their candidates to numerical tests at aevaluation center and these are more difficult. However, at any graduate from a higher university who studied a degree of finance or mathematics – which, let's say, is where most banks tend to hire from – numerical tests should be a walk in the park. You will be evaluated on arithmetics, fractions, decimals and relationships at various degrees of difficulty. "The name of the game is covering enough ground in the test so you don't miss any question," Parkinson says. "It doesn't take a mathematical genius, but if you're not comfortable with numbers or accustomed to a test environment, you'll fight." There are two common problems that most people encounter. It's not about doing everything possible in time. The tests usually last 20-25 minutes and involve 18-25 questions - completing them all is a challenge. Another is not correctly reading the question - once again, usually due to time constraints - and coming with the wrong answer. For example, you can see a simple XY chart where X is year one, year two etc and Y is a numerical statistics. The question will ask you which Y was in the year three and candidates will jump to the chart and quickly popping up their response and moving forward, while missing Y column was actually cumulative. In addition, many tests ask more questions about the same data set, so not taking time to fully understand what is in front of you on a question may have wider implications on your score. It is essentially a vetting system put into place to filter the huge number of banks applications receive. Although you do well, you need to be at the top of 30-35% of candidates to consider, so pay to be absolutely sure of your ability before taking the real thing. There are plenty of places to practice – from the big psychometric testing companies themselves, like Kenexa or CEB SHL, while othersas Grad Diary tend to benchmark students against each other. Another factor to consider is that banks use which testHistorically, Morgan Stanley, BofA Merrill Lynch and JP Morgan used Kenexa and Barclays using CEB SHL. Several test companies have subtle differences in the rules they set, so it is worth familiarizing with yourself. Testing your logical reasoning skills A more difficult proposition is getting through logical reasoning tests. "Investment banks are essentially trying to test your abstract thinking and if you have the intelligence to do the job," says Cary Cooper, professor of organizational psychology at Manchester Business School. Minute reasoning tests look at your ability to understand the written material and decide what follows logically from it. There is a standard format for these - you will be presented with a statement containing a lot of logical information and asked to answer the question about three standard answers: A – True (follow logically from the information or opinions contained in the passage?) B – False (is it logically false based on information or opinions contained in the passage?) C – Don't say An example provided by CEB SHL is this: "Many organizations find beneficial to employ students during the summer. Permanent staff often want to take their holidays during this period. Moreover, it is not uncommon for companies to experience peak workloads in summer and therefore require extra staff. Summer employment also attracts students who can return qualified recruits to an organization when they completed their training. Make sure students learn as much as possible about the organization encourages interest in working on a permanent basis. Organizations pay students on a fixed rate without the usual right to paid leave or bonus schemes." Declaration 1: It is possible that permanent staff who are on holiday can have their work done by students." The testsAbstract reasoning evaluate your ability to identify the rules or patterns in data and come with a logical solution. "Essentially" "Essentially" They are testing "horse power" of mind rather than intelligence," says Parkinson. "The kind of person who will succeed in the workplace is one who can look at a problem in various ways, process a hypothesis and test if it works. If you don't, shut it down and make up something else. Test strategic thinking against tactical, both important and desirable for employers." Once again, he says, the key is simply to practice. Tests can be relatively simple, but intimidating if you've never met them before. The softest factors: Personality tests and situational judgment Some banks also dedicate themselves to online personality tests in an attempt to measure the "traits" of potential employees. This is not really something you can falsify – these questionnaires tend to collect inconsistencies and, if you are not suitable, you will end up unhappy. "What they are looking for is extroversion, neuroticism, sense of purpose, emotional stability and conscientiousness," says Cooper. "If the answers are done correctly, they must be adapted to the individual organization. Banks are also looking for other factors – is this person ethical? There is no point in employing a conscientious person without ethics." These are the most common traits banks seek, but you should not really try to play the system, says Cooper. "You will not guess what features they are looking for, so you will end up being inconsistent and if you lie, then you will not have the personality that fits the organization," he says. More recently, both investment banks and large accounting companies have begun to introduce questionnaires of judgement situation. This is the way it sounds, you are given a scenario with a series of actions that could determine the possible results and asked to suggest the best. "Responses are based on interviews with senior business people who arethe work at this moment," he says"There is a sliding scale on the answers and you can actually get negative points for the wrong answer. This is rather a crude indicator of your performance at work." If this sounds intimidating, reality can be quite self-evident. The example of Parkinson gave us was this: "At the end of an intense day at work, an e-mail containing an attachment is sent with some information reserved to the wrong person. What would be the best thing to do? Decide to leave the office and deal with any problems when you return tomorrow. B Decides to look beyond your error, send the email to the correct person and leave things like that. C Send a follow up email to the "wrong" person immediately, or if possible call them by explaining your error. Then send the email to the correct person. D Find your manager, explain what happened and let them deal with problems."

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