Sackett and M. M. Harris (1984) reviewed published and unpublished literature on the use of commercially available paper‐and‐pencil integrity tests for employee selection.

To understand what those answers are, we need to look at what most job personality tests are looking for. The company Psychometric Success, which sells books designed to help job seekers pass [employment assessment tests](http://www.psychometric-success.com/personality-tests/personality-tests-negative-aspects.htm), has identified these as traits employers find very undesirable:

* Dishonesty
* Lack of Integrity
* Inability to Control Anger
* Inability to Cope with Stress

So, you need to answer employment assessment test questions in a way that makes it clear you lack the most serious undesirable traits. Psychometric Success offers advice for each trait. We’ll break it down section by section.

**Honesty and Integrity**
You want to communicate steadfast moral views on what is right and wrong.

Always *strongly agree* with these types of statements:

* Most people are honest by nature.
* Employees who leave work early without permission are stealing.
* Most people can be trusted.
* Very few people steal at work.
* If someone is undercharged in a shop they should tell the cashier.
* Teenagers who shoplift should always be punished.
* Most people have never shoplifted as teenagers.

Always *strongly disagree* with these kinds of statements:

* Most people can not be trusted.
* Nothing is wrong with taking home supplies from work now and then.
* Teenagers often go through a shoplifting stage.
* No one is the victim when you steal from your company.
* It is human nature to steal from others.
* I have taken merchandise from work.
* The laws against shoplifting are too harsh.

**Ability to Control Anger**
You must not give any indication that you will become angry at work. You must also take a firm stance against vandalism, hacking, and other behavior considered anti-social.

Be sure to *strongly agree* with sentences like this:

* I cannot remember the last time I lost my temper at work.
* People who get angry at work should receive counseling.
* I have almost never become angry at work.
* People who know me would not say I had a temper.

Always *strongly disagree* with these kinds of statements:

* Sometimes my co-workers annoy me.
* Computer Hackers are punished too harshly.
* It’s normal to lose your temper at work occasionally.
* When driving, I sometimes get angry with other road users.

It is OK to *disagree* with the following kinds of statements:

* I have never felt angry at a supervisor or manager.
* I have never been annoyed with a co-worker.
* I have always had the perfect job.

**What are the most common types of pre-employment tests?**

* Job knowledge tests. Job knowledge tests measure a candidate's technical or theoretical expertise in a particular field. ...
* Integrity tests. ...
* Cognitive ability tests. ...
* Personality tests. ...
* Emotional Intelligence tests. ...
* Skills assessment tests. ...
* Physical ability tests.