

Online Psychometric Assessments

The online psychometric assessments are the second stage of the recruitment process. You must be successful at this stage in order to proceed to the next stage of the selection process. Please note, you must successfully complete one assessment before proceeding to the next and must pass all four assessments detailed below:

1. **Dependability & Safety Questionnaire** – This online assessment takes approximately ten minutes to complete and through a range of multiple choice questions, will determine whether a candidate is deemed to be safe and dependable. If you are successful at this assessment you will proceed to the UK Firefighter Talent Screener.
2. **UK Firefighter Talent Screener** – This online assessment takes approximately 30 minutes to complete and through a range of multiple choice questions, that have been developed by drawing upon the experiences of real firefighters, will assess how a candidate is likely to perform as a firefighter. It may also help you to understand more about what it might be like to work as a firefighter. If you are successful at this assessment you will proceed to the Verbal Reasoning & Calculation assessments.
3. **Verbal Reasoning & Calculation**
 - i. **Verbal Reasoning** – You will have 17 minutes to complete this online assessment which will assess your ability to understand and interpret written information
 - ii. **Calculation** – You will have 10 minutes to complete this online assessment which will assess your ability to quickly and accurately complete numerical calculations, similar to that you will commonly come across in this role.If you are successful at both of these assessments you will proceed to the next stage of the recruitment process.

The assessments are administered online by SHL; you can find out more about these types of assessment and have a go at some practice questions by visiting <http://support.shl.com/candidate>.