

**I'm not robot!**

Complete the following sentences. Answers 1. The boy held the box tightly even though his arm hurt badly. 2. Driving as fast as she could, she managed to arrive on time. 3. Having lost much blood, the driver struggled with the controls. 4. The man was charged with DUI. In addition, he was suspected of committing robbery in another state. 5. I believe that smoking is extremely injurious to health. 6. You will greatly benefit from the experience. 7. I have invited Alice and Rebecca. As for Sally, I don't care whether she comes or not. 8. The train was late. Despite that I managed to arrive on time. 9. Why do you want to get a job as a typist? You won't be able to work from 9 to 6. In any case you can't type. Difficulty level: A2 / Elementary This test contains 43 questions which focus on grammar and language used at KET Level (A2). Visit the grammar section for grammar explanations and practice tests at A2 level. 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Skip to content Want to know how good your English is? With our free English level test, you'll get an understanding of your knowledge of English grammar and find out where you need to improve. The test consists of 40 short multiple-choice questions about English Grammar. We suggest you take 10-15 minutes to complete the test. As we provide the answers at the end, the test is only meant for fun and is not an accurate placement test. Every year we help thousands of students reach their English language goals. Contact us to find out more. There are a number of different English proficiency exams you can take to find out your level of English. The IELTS exam is one of the most popular English exams in the world and is often used to prove English language proficiency for work and study. Other examinations such as the B2 First and C1 Advanced exams, run by Cambridge assessment, are used to prove English proficiency according to the Common European Framework of reference. If you're not sure which exam to take or would like to find more about how different English grading systems compare, please visit our guide to comparing different English levels. How well do you understand English? Which exam should you study for? This test contains grammar and vocabulary questions and your test result will help you choose a level to practise at. You will not be able to see the correct answers to the questions. At the end of the test your level will be assessed at a CEF level (A2 to C2). You can choose to have the results sent to your email address. You should complete this test in about 10 minutes. You can also do a listening level test. Many companies use graphology (handwriting analysis) when hiring. But graphology hasn't been proven to predict job performance any more than crystal balls or star signs. So long as companies don't rely in pseudoscience, pre-employment testing can help them make better hiring decisions. Of course, you should use pre-employment screening with caution. A well-developed test can shed ample light on candidate fit and suitability. But the wrong test can hurt candidate experience and impede your decision-making. Here are seven common pre-employment tests that can help you make better hiring decisions: What are the most common types of pre-employment tests? The whole hiring process is a test for candidates. But in this context, pre-employment testing refers to standardized tests. 1. Job knowledge tests Job knowledge tests measure a candidate's technical or theoretical expertise in a particular field. For example, an accountant may be asked about basic accounting principles. These kinds of tests are most useful for jobs that require specialized knowledge or high levels of expertise. Limitations A job knowledge test doesn't take into account a very desirable attribute: learning ability. A candidate may have limited knowledge but be a fast learner. Or they may know a lot but be unable to adjust to new knowledge and ideas. Plus, there's always a gap between knowing something in theory and applying it in practice. 2. Integrity tests The story of pre-employment testing began with integrity tests. They can help companies avoid hiring dishonest, unreliable or undisciplined people. Overt integrity tests ask direct questions about integrity and ethics. Covert tests assess personality traits connected with integrity, like conscientiousness. If carefully constructed, integrity tests can be good predictors of job performance. Plus, they're less biased than other tests, as few differences have been spotted between people of different age groups or race. Limitations Candidates faking answers is always a concern. Especially with overt integrity tests. If a candidate is asked whether they ever stole something, how likely are they to answer yes? If they did, they'd be (paradoxically) honest enough to tell the truth. Employers should consider the fact that people can repent and change. Workable's new pre-employment tests are backed by science and delivered directly through our platform. Hire the best candidates without ever leaving your ATS! Try our assessments 3. Cognitive ability tests Cognitive ability tests measure a candidate's general mental capacity which is strongly correlated to job performance. These kinds of tests are much more accurate predictors of job performance than interviews or experience. Workable uses a General Aptitude Test (GAT) which measures logical, verbal and numerical reasoning. Limitations As with any cognitive ability test, practice can improve test takers' scores. Also, cognitive ability tests are vulnerable to racial and ethnic differences, posing a discrimination risk. Use multiple evaluation methods and don't base hiring decisions on these tests alone. Just use the results as a guide. 4. Personality tests Personality assessments can offer insight into candidates' cultural fit and whether their personality can translate into job success. Personality traits have been shown to correlate to job performance in different roles. For example, salespeople who score high on extraversion and assertiveness tend to do better. The Big five model is popular. Motivation tests are also personality assessment tests, used more frequently by career guidance counsellors in schools. Limitations Social desirability bias plays an important role in self-reported tests. People tend to answer based on what they think you want to hear and end up misrepresenting themselves. Make sure the test you choose is designed to catch misrepresentations. Some candidates might also find personality questionnaires invasive, which could hurt candidate experience. So, be careful how and when you use them. 5. Emotional Intelligence tests Emotional Intelligence (EI) refers to how well someone builds relationships and understands emotions (both their own and others'). These abilities are an important factor in professions that involve frequent interpersonal relationships and leadership. In general, tests that measure EI have some predictability of job performance. Limitations People don't always tell the truth when reporting their own EI abilities. You can ask experts or observers to give their input but be prepared to spend more money and time in the process. 6. Skills assessment tests Skills assessments don't focus on knowledge or abstract personality traits. They measure actual skills, either soft skills (e.g. attention to detail) or hard skills (e.g. computer literacy). For example, a secretarial candidate may take a typing test to show how fast and accurately they can type. Other examples include data checking tests, leaderships tests, presentations or writing assignments. Limitations Skills assessment tests are time-consuming. Candidates need time to submit work or give presentations. Hiring managers also need time to evaluate results. You can use skills assessments during later stages of your hiring process when you have a smaller candidate pool. 7. Physical ability tests Physical abilities tests measure strength and stamina. These traits are critical for many professions (like firefighting). So they should never be neglected when relevant. By extension, they'll help reduce workplace accidents and worker's compensation claims. And candidates won't be able to fake results as easily as with other tests. Limitations Sometimes physical ability tests may resemble medical examinations that are protected under the Americans with Disabilities Act. If you're not careful, you could face litigation. You should also allow for differences in gender, age and ethnicity when interpreting your candidates' results, for the same reason. Related: 17 effective candidate sourcing tools How much should tests count? Tests are a useful way to sift through candidates, helping you to disqualify people who don't meet your minimum requirements. But, what happens if a candidate scores exceptionally high on a test? Should you rush to hire them? Well, maybe. If a candidate meets every other criteria, then a stellar test result could be the final push towards a hiring decision. But relying too much on a score isn't a good idea. The best hiring decisions consider many aspects of a candidate's personality, behavior and skills. It's better to use multiple tests, developed and validated by experts. View the results as one of many dimensions that can influence your hiring decision. Pre-employment testing is a standardized method to test job candidates on their qualifications for a job during the recruitment process. These can range from tests for standard job skills and knowledge of software to emotional integrity and cognitive ability. What is the most common pre-employment test? The most common types, IQ tests, measure general mental ability. Other tests gauge verbal ability, math skills, spatial perception, or inductive and deductive reasoning. Physical ability tests measure strength, endurance, and muscular movement. Aptitude tests measure an applicant's ability to learn a new skill. How are pre-employment tests used by employers? Pre-employment tests introduce an element of objectivity into the hiring process by providing concrete results that can be standardized across all applicants. Employers can then use these data to make better informed, more defensible hiring decisions.





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