



## Psychometric Assessment Overview Guide

Psychometric assessments are used in rail recruitment to evaluate whether a candidate's aptitudes and behavioural profile align with the demands of a safety-critical role. These assessments measure specific cognitive and behavioural capabilities required for safe operation.

### Attention (Selective & Divided)

Selective attention refers to differentiating between sources of information, such as responding to specific alarms. Divided attention is the ability to switch focus between tasks and manage multiple information streams.

**Assessment Method:** Paper Group Bourdon Test; Test of Everyday Attention Occupational (TEA-Occ)

### Behavioural Suitability

Assesses whether there are any occupational psychological concerns and evaluates alignment with safety-critical behavioural expectations and relevant personality factors.

**Assessment Method:** Situational Judgement Exercise (SJE); Multi-Modal Interview (MMI)

### Communication

The ability to read, listen, understand and respond appropriately, and convey information clearly both orally and in writing.

**Assessment Method:** Multi-Modal Interview (MMI); Optional Written Communication Test

### Hand Coordination

The ability to make controlled physical movements in response to decisions involving complex visual or cognitive stimuli.

**Assessment Method:** 2HAND Two Hand Coordination Test

## Memory

The ability to learn, retain and accurately apply job-related rules and procedures within appropriate time limits.

**Assessment Method:** TRP1 Trainability for Rules and Procedures Test (Part 1)

## Perception

The ability to anticipate elements in a traffic environment and judge speed and distance appropriately when responding to stimuli.

**Assessment Method:** ATAVT Adaptive Tachistoscopic Traffic Test

## Reaction Time

The ability to respond quickly and appropriately to visual and auditory stimuli while maintaining performance quality.

**Assessment Method:** WAFV; ATAVT

## Reasoning

The ability to solve problems, interpret information and make structured decisions, such as diagnosing faults or analysing instrumentation.

**Assessment Method:** TRP2 Trainability for Rules and Procedures Test (Part 2)

## Vigilance

The ability to maintain attention and respond accurately to infrequent but critical stimuli over extended periods.

**Assessment Method:** WAFV Vigilance Test

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This guide provides a brief overview of the psychometric assessments used in rail recruitment. For structured preparation guidance and a deeper understanding of how results are interpreted, see our full [Psychometric Assessment Guide at Railway Careers](#).