

INFORMATION FOR TEST-TAKERS



This sheet gives some background about Aviator for test participants. For more general advice applicable to all tests, please refer to the separately available Test Taker's Guide.

What type of test is this?

Aviator is a personality questionnaire developed specifically for the aviation industry.

What does the test measure?

Aviator does not look at knowledge or technical competence. Instead, it examines how you typically approach work in terms of Relationship Building, Leadership and Influence, Structure and Compliance, Resilience and Decision-Making.

How does it do this?

Aviator asks you to consider a large number of straightforward statements and to indicate the extent to which you feel each one applies to you. From the information you provide it builds up a profile covering 21 distinct aspects of your personality.

How long will it take?

Most people take about 25 minutes to complete the questionnaire, but there is no strict time limit and it is not a test of speed. While best completed in one go, it is possible to split the test into two or more sittings and save your answers from one session to the next.

What do the questions look like?

Here is an example of the type of question you will see when completing Aviator. In each case you are asked to click on the button next to your selected response:

I feel relaxed at parties and social gatherings

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

If you wish to change your selection you can do so by clicking on a different button. But once you have moved on to the next item, you cannot go back and change earlier answers.

How should I tackle the questions?

When completing the test, aim to respond to the statements as truthfully as you can. There are no hidden meanings, so avoid thinking about any of the questions too deeply. If in doubt, go with your instincts. There are checks built-in to detect people who distort their answers to try and appear more favourable.

How will the test be scored?

The scoring system for Aviator is quite complicated so it is carried out by computer. The Administrator receives a report showing how you compare with a large group of other test-takers on 21 distinct aspects of personality. There is also a text-based section covering the implications for your performance at work, which may be discussed with you at interview.

What can I do to practise beforehand?

Because there are no intrinsically right or wrong answers, there is nothing to be gained through practice. You cannot improve your answers other than by responding more truthfully and with greater self-insight. The sample question is provided simply to show the type of questions to expect and how to record your responses.