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It makes things fun and healthy in a work environment. We all know telling the truth kicks my ass out of the system so in fact, usisr is discriminating against me and anyone else who quit school for whatever reason. I was going to go after my congressman because I don't think kind of petition work. Others haven't even notified me if I passed or not.Miche on April 04, 2012:I despise these tests. Also they REFUSE to give you your test scores and summary, as I just tried via Facebook and was immediately blocked for asking for that information, so they KNOW what they're doing is illegal.Go ahead, ask for your test score and summary, see what happens.Leezy on April 22, 2013:I hate these tests with a passion! So far the only one I passed and I guess once is enough cause I keep getting called for an interview in R Us.I could put little to know effort in those test and I get an interview same week BUT still never get hired cause I have no retail work experience or whatever crap the give me, mostly cause they don't want to train me. I am almost 25 and all I have is 5 years off and on with a security temp service.Enough is Enough!CeCe on April 16, 2013:good grief i couldn't even get hired at a half assed dunkin donut shop because of this asinine test. You can find an assortment of printable reading worksheets for free and for sale on several websites.Teacher WebsitesThere are several teacher websites where you can download reading comprehension worksheets they created for their classrooms. Others are more collaborative and give teachers a place to share best practices and materials with others. We have tested our own employees not to test the employees, but test the tests. Not for an interview, or to notify me that I got the job. I work hard, have strong family values, value other peoples valid opinions, and am as honest as I can be. Why is there not a "neutral" option on this?"When someone treats you badly, you ignore it" Is this a desired quality? My youngest daughter's very intelligent boyfriend recently applied at some place and was faced with this craziness, she was helping him, she was calling me and I was helping him (before finding this site)...he failed! He is one of the most awesome young men I know! He's a sophomore in college, doing very well, and felt so dumb that he couldn't pass this test. This cheat sheet says somewhat of a thrill seeker SD, another one says SA... What would they rather I do instead, call a customer an idiot or punch them in the face?ksinil on July 07, 2012: have taken a poll during the application process that I think was more of a personality test. What's wrong with not caring? So, how can a person pass a polygraph test, a personality test, a background check for the armed forces, work for the US Census Bureau (again, fed background check) and not get hired for a retail job that pays peanuts on the basis of passing nebulous questions on a ridiculous "personality" survey? if they had poor judgement in the past- they do not actually care what affects you over their hiring needs. There is always at least one question to which there is NO RIGHT ANSWER. Some people are great test takers and others panic with any test. This personality test is horrible and should be abolished. "You would rather not get involved in other people's problems" Why on Earth is this a bad thing?"You like to be alone" And if I do?"You don't believe a lot of what people say" I don't. When I look at the persons working for thesees companies I've applied for, I started to see a pattern. Employers often look for someone who copes well with change.© 2009 Melanie PalenWhat Do You Think? After college, I went into the Air Force (everyone going in has to have a background check from the Feds). If you are "failing" them, the are telling you something that is very valuable: You should be looking for a different kind of job.Mickey Mixon on February 09, 2014:Evidently, the risks of pre-employment screening which is not done thoroughly are not a new story for most of us. This system must be changed.unemployed guy on April 13, 2012:yes its me again.isn't kronos the name of the greek god of anarkie?Amber on April 12, 2012:I just got off the phone with the hiring manager for a store that genuinely seemed interested in hiring me. With a signature line that says "We care about everyone"Stryk on November 07, 2013:I recently applied at a company for a job I know I am more than qualified for and would really improve my life.I'm shamed to admit that I didn't catch what test it was, but it had a lot of the questions mentioned above.I naively thought that no human was perfect and they would have to look past people who answered perfectly.I answered honestly and at the end I confidently told the HR person I was done she did some work on the computer then printed out my score.She told me I failed, she flipped through the printout quickly to show me. For example, if you are naturally quiet and thoughtful you need to be the opposite. Innocent until proven guilty and all that. They also asked for graduation dates (illegal since it can give away age) and a host of other illegal questions. WHY CAN'T A HUMAN JUST CALL MY PAST BOSSIES AND FIND OUT??? Not sure I have passed any - and I am not low IQ, many years of business experience, managed employees. All you need to know is that I will at least PRETEND to be polite to the customers. :) Have a great weekend !Elizabeth Parker from Las Vegas, NV on July 09, 2013:I've never taken one of these, however, I don't think that you can hire someone based on these types of tests alone. Basically an ideal candidate for any grocery position I might try for. Doctors, lawyers, Teachers, manufacturing companies and plenty of other normal people who are truly doing their jobs don't rely on such BS. If you read the questions you come to the obvious conclusion- answering honestly will win and answering with common sense along with what you think the right answer is will also not pass. Then she called the manager and he was no better because he came with a pen and calculator. I spent 45 minutes filling one out for a dog bather position! I'd like to say I will never fill out another one, but I am headed toward desperate, so I might have to... Best Buy, in particular, comes to mind. Has anyone seen / heard a test with questions like: "I get so nervous I can hardly function" "I am pessimistic" "I like to work with numbers" "I am lucky" and the answers are "Always true", "Mostly true", "Sometimes true and sometimes false", "Mostly false", "Mostly true"Unemployed on June 22, 2013:I hate these tests! I used to be a special ed teacher but I resigned due to stress. They may perform a credit check on you without your consent as well. How could you sink this low? I have 9 1/2 years experience in a grocery store, a good reputation, and well liked by virtually everyone I worked with both manager employee. Then when you take such tests, your personal characteristics will help you, not hurt you.One other thing, as someone who has interviewed thousands of people over my career and used tests almost all during this time I would look out for 'honesty' and 'integrity' tests. We are humans we have emotions, bad, days, good day. You can find reading passages with question sets and vocabulary support to help children practice and improve their reading skills. The employer says "There are no wrong answers"The potential employee is in a position to tell them what they want to hear. Voted up for awesome and interesting. It is the persons experience, skills and employment history. I would follow and join a fight against these dumb tests. I was buying items that total of \$ 5.60 and I have her a \$ 10.00. At first I was skeptical, but then I thought... To me, the idea of a person who would get a perfect score on the test without lying sounds too good to be true. It doesn't affect my life or your life in any way. Although they're usually designed for use with the company's program, you can use them for other lessons. Some sites like Teachers Pay Teachers let teachers upload worksheets they've created and offer them for sale. Many of these collections are themed by genre or subject matter. I'm also immensely annoyed at online applications that demand my social security number and that I agree to a credit check (now semi-illegal in my state, anyway).I personally think it's intrusive to run a credit check to begin with, plus I know they'll only do this sort of screening on their final candidate(s), so they don't need that information when they haven't even met me yet! I think the most hilarious was an employment agency (who, of course, didn't actually HAVE any positions, anyway): they had a lengthy questionnaire that asked over and over and over again if my use of crack and heroin heavily impacted my job performance?Ummm, if someone's really so stoned that they can't answer THAT question correctly, then I can't imagine WHO (besides their dealer so they can pay off their drug debt) would EVER hire them.talfonso from Tampa Bay, FL on January 24, 2012:I applied to several job openings with those doofy questions and guess what - NONE OF THEM CALLED ME. I have to fill this survey out daily! I have been trying to develop an automated system for it and so far it works pretty well.. The corporations that buy into this crap are the suckers and are ultimately losing and they deserve it for believing in this testing garbage.A father of two who need a job on March 30, 2012:the best way to qualify a person and his/her personality is by interviewing him/her. If anyone wants my letter as a reference to send to their congresspersons or senators, I'm an admn on the Workers and Employers Against Unircu facebook group. Everybody who's ever had a job dealing with the public has had to fake it every now and then.Melanie Palen (author) from Midwest, USA on August 12, 2012:The trick is in the word "fake." You shouldn't have to fake it, politeness should come naturally.FightingMegaFoo on August 12, 2012:Some of these answers are baffling to me. There are many very good sites out there that let you test for free. They use the questionnaire as a method of screening potential employees for undesirable characteristics that, in theory, might affect their work.What is the Test Like?Unircu is nothing more than a personality test designed to find suitable applicants for jobs in retail and other customer-facing industries. That's why we lock the doors at night. I'm going to contact them again and ask them if these questions are "relevant". Take it down to hourly pay, and it's about \$15 per hour. Also, some of the question if you read it well can have several meanings and depends on the way you interpreted the question you will answer. Anything the company does to me is insignificant. That's my life, which is none of your concern and doesn't affect my job in the least!"You know when someone is in a bad mood, even if they don't show it" So in addition to everything else, I'm supposed to add "Force-sensitive" on my resume? "We" managed to pass that test, and now years later, she's faced with it again - what a horrible, self-esteem killing test for a lot of great people who won't get hired because of this crap. There are many positions in companies that don't put employees right in the middle of the busiest time or area. I mean honestly, I see no point to a test that weeds out people that don't pass it. I also don't find the whole reading skills and what not reason a good one. Because if so I would rather be a homeless vagrant. Why does it matter if I can "sense people's feelings?" If I tried to make them feel better, I would be in trouble for not doing my work!"You like to talk a lot" What if I don't? Now you can certainly ask if an applicant has potential upcoming conflicts (for example, an out of state wedding or already paid for vacation)--but you can't ask about arrests. I have a Masters degree and I am good at analytical work but I may not be working in that field for surviving purposes, so my 'go' is to tell them what they want to hear, then get on. Basically, if you are not a super positive robot who will do 10 times the human amount of work that you can, and take a load of abuse and crap from upper management with a big smile on your face, then you are not worthy of employment in this country. That should tell you something,mike e. It doesn't matter if it's genuine or not, because a lot of the time, it isn't."You have no big regrets about your past" Every human being since the beginning of time has had big regrets. Strongly Agree QuestionsStrongly Disagree QuestionsA trouble you have is your own fault: SAYou've done your share of troublemaking: SDIt is easy for you to feel what others are feeling: SAYour stuff is often kind of messy: SDIt is fun to go to events with big crowds: SAYou'd rather not compete very much: SDIt is maddening when the court lets quilty criminals go free: SAYou would rather not get involved in other people's problems: SDWhen someone treats you badly, you ignore it: SAYou swear when you argue: SDWhen you are done with your work, you look for more to do: SAYou sometimes thought seriously about quitting high school: SDWhen you go someplace, you are never late: SAYou show it when you are in a bad mood: SDWhen your friends need help, they call you first: SAYou say whatever is on your mind: SDYou agree with people more often than you argue: SAPeople's feelings are sometimes hurt by what you say: SDYou always try not to hurt people's feelings: SAYou look back and feel bad about things you've done: SDYou are a friendly person: SAYou like to take frequent breaks when working on something difficult: SDYou are always cheerful: SAYou are somewhat of a thrill-seeker: SDYou are careful not to offend people: SAIt bothers you a long time when someone is unfair to you: SDYou are proud of the work you do at school or on a job: SAYou like to be alone: SDYour moods are steady from day to day: SAIt bothers you when you have to obey a lot of rules: SDYou avoid arguments as much as possible: SAIt is hard to really care about work when the job is boring: SDYou can wait patiently for a long time: SARight now, you care more about having fun than being serious at school or work: SDYou chat with people you don't know: SAYou ignore people you don't like: SDYou could describe yourself as tidy: SAYou have to give up on some things that you start: SDYou do not fake being polite: SAYou have friends, but don't like them to be too close: SDYou do things carefully so you don't make mistakes: SAYou get mad at yourself when you make mistakes: SDYou give direct criticism when you need to: SDPeople do a lot of annoying things: SDPeople who talk all the time are annoying: SDMy Criticism of the Unircu Test Applying for jobs pay off anyway? 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