Magen G AK

VERSION A

1. **(iv)** what benefit do they have
2. (Another) benefit / advantage of personality tests that can help a company choose the right candidate// an example of what we can use the personality tests for// the benefit of using personality tests (for employment)// how personality tests can be used in companies// how personality tests for employment can protect a company's culture// what personality tests for employment can do// how personality tests can help companies employ the right candidate.
3. **(i)** contradict
4. Personality tests are considered flawed by some// people might find personality tests to be helpful/ beneficial// someone might take a personality test// personality tests measure / test qualities such as extraversion, dominance, conscientiousness, and agreeableness
5. **(iii)** Why its validity is being questioned
6. employers to understand better what stimulates and drives their employees// employers to place candidates in the right role (with less risk) employers to lessen the risk of placing candidates in the wrong role.
7. **(i)** why it is viewed as valid
8. Should be only used as supplementary resources// should be taken more than once // are beneficial when used although they are not absolutely accurate.

"**answers that make sense can be accepted even if they are not included in this AK"**

Magen G AK

VERSION B

1. **(i)** what benefit do they have
2. (Another) benefit / advantage of personality tests that can help a company choose the right candidate// an example of what we can use the personality tests for// the benefit of using personality tests (for employment)// how personality tests can be used in companies// how personality tests for employment can protect a company's culture// what personality tests for employment can do// how personality tests can help companies employ the right candidate.
3. **(iii)** contradict
4. Personality tests are considered flawed by some// people might find personality tests to be helpful/ beneficial// someone might take a personality test// personality tests measure / test qualities such as extraversion, dominance, conscientiousness, and agreeableness
5. **(i)** Why its validity is being questioned
6. employers to understand better what motivates and drives their employees// employers to place candidates in the right role (with less risk) employers to reduce the risk of placing candidates in the wrong role.
7. **(ii)** why it is viewed as valid
8. Should be only used as supplementary resources// should be taken more than once // are beneficial when used although they are not absolutely accurate.

"**answers that make sense can be accepted even if they are not included in this AK"**