

DO I HAVE TO COMPLETE A CHARACTER PROFILE TO GET A JOB?



Question: I've been asked to complete an evaluation exercise to establish my character profile as a screening method for a job. How common are these tests? Some of the questions seem very intimate. What if I refuse to answer them? Are the questions legal?

— Simha, New York, N.Y.

Simha: [Assessment exercises](#) have become extremely popular as employers and headhunters seek more reliable methods of matching candidates with [job opportunities](#) and avoiding poor hires. It's unlikely that the questions you were asked are illegal, since the vast majority of screening tools are created by accredited third-party vendors using standardized formats. They're sold to HR departments and search firms nationally; very few are developed internally by employers. If you find a question to be too intimate, don't answer it. If the company or recruiter has a real interest in you, they'll ask why you chose not to respond. If you're not a final candidate, your lack of a response won't matter.