



Segredos dos Psicotécnicos

para quem não quer ser surpreendido

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por Psico Hood

neste volume:

Teste dos Relógios

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P R E F Á C I O

Os testes psicotécnicos geralmente são compostos de testes de personalidade, testes de raciocínio e testes de habilidades específicas. Estude todos, pois é necessário um número mínimo de adequação em cada tipo deles e há uma pontuação mínima geral a ser atingida. Os índices de eliminações nas avaliações psicológicas em geral são de 15 a 40%, dependendo do concurso.

Não acredite em lendas do tipo “os psicólogos têm como saber se você está mentido”, “os psicólogos ficarão desconfiados com respostas muito perfeitas”, “os psicólogos irão confirmar ou desmentir o resultado do teste com entrevistas ou outros testes”, etc. Se isso fosse verdade, os psicólogos não fariam esse alerta, eles ficariam quietos para identificar facilmente os candidatos mal intencionados. Realmente existem alguns poucos testes, do tipo questionário, que podem identificar algumas mentiras, mas a armadilha é facilmente contornável. Ela se baseia em perguntas sobre erros que todos os seres humanos cometem e cuja resposta não é agradável de dar. Exemplos: “Você já mentiu?”, “Você já pegou algo que não lhe pertencia?”, etc. Fora isso, não existe mais nenhum tipo de pega-mentiroso. Não fique imaginando que haja cruzamento de dados, levantamentos estatísticos, investigação pessoal, etc.

Também não acredite na lenda que: “não existem respostas certas ou erradas; seja autêntico; apenas queremos saber como você é.” Essa historinha serve para você não ficar com medo do bicho papão, relaxar, abrir seu coração e confessar todos os teus problemas (o único que irá valorizar essa tua sinceridade estúpida será Jesus Cristo). Tenha em mente que boas características servem para qualquer emprego; características ruins não servem para emprego algum. O perfil profissional apenas define qual é o mínimo aceitável de cada característica, sem jamais recusar uma característica boa e sem jamais aceitar uma característica ruim. Pessoas inteligentes, persistentes, altruístas, autoconfiantes, flexíveis e objetivas servem para qualquer vaga. Pessoas burras, sem persistência, egoístas, sem autoconfiança, inflexíveis e mentalmente complicadas não servem para vaga alguma.

Para saber como responder a um exame psicotécnico é necessário saber o que o teste quer avaliar e como ele avalia. É muito difícil saber isso para todos os testes. Porém, geralmente os testes aplicados são variações uns dos outros. Conhecer bem um dos testes de cada classe já fornece uma grande ajuda para os demais.

Calma é sempre necessária para um bom teste. Por isso, estude os testes psicotécnicos para ter maior confiança. Quando se entende a dinâmica do que está acontecendo, se tem maior tranquilidade. É bem diferente de participar de um teste onde parece que se está diante de algo “sobrenatural” ou de psicólogos que avaliam cada movimento seu na cadeira durante a prova.

Estude este material com a consciência que foi feito com a melhor das intenções. Porém, não se trata aqui da última palavra em termos de exames psicotécnicos. Adapte as dicas a seu estilo e faça a prova com confiança e tranquilidade, isso será meio caminho andado para a aprovação.

Por fim, faça-me o maior de todos os favores: não altere este material e distribua-o sem exigir qualquer coisa em troca.

1 **APRESENTAÇÃO**

Material que adota um único símbolo, de natureza universal e praticamente acessível a todos os indivíduos. O Sujeito deve induzir a lei que rege o problema e deduzir a resposta indicando qual das alternativas é a correta. Avalia o raciocínio não verbal.

É indicado principalmente em Seleção de Pessoal, mas pode ser aplicado em outras situações, dependendo do objetivo do psicólogo.

2 **METODOLOGIA**

Basicamente a prova se resume no mostrador de um relógio, incluindo seus ponteiros de horas e de minutos. Cada problema é formado sempre de 9 relógios, cada qual marcando uma hora. No último relógio de cada problema o mostrador aparece inteiramente em branco. O sujeito deve examinar a seqüência dos relógios com as respectivas horas marcadas, induzir a lei que rege o problema e finalmente deduzir a resposta correta, indicando qual das alternativas (que sempre em número de 4 aparecem logo abaixo do respectivo problema) resolve a questão proposta. Há sempre uma, e apenas uma, alternativa correta.

Os ponteiros dos relógios da prova não seguem exatamente as mesmas regras dos ponteiros dos relógios comuns, podendo andar para frente, para trás, em conjuntos ou isoladamente, ou ainda um pode andar para frente e outro para trás, cada qual com velocidade própria.

O tempo de aplicação foi estabelecido em 30 minutos para candidatos com escolaridade até ensino médio, e em 20 minutos para candidatos com escolaridade de ensino superior.

3 **INSTRUÇÕES PARA APLICAÇÃO**

Inicialmente apresenta-se o caderno da prova para ser preenchido com os dados de identificação, solicitando-se que o mesmo não seja aberto antes que ordens específicas sejam dadas para isso. Completada essa parte, passa-se para a instrução propriamente dita.

As instruções que se seguem são aquelas com as quais temos trabalhado com o Teste dos Relógios, sem nenhum problema e com as quais temos obtido os melhores resultados:

“Olhe agora para os exemplos que estão desenhados na capa do caderno que vocês receberam. Existem quatro exemplos para mostrar para vocês o que devem fazer. Verifique que o primeiro quadrado contém 8 relógios com ponteiros e um único que não tem ponteiros, isto é, está totalmente em branco.

Na parte de baixo desse primeiro quadro existem outros 4 relógios que estão embaixo das letras A, B, C, D. Você deve descobrir qual desses 4 relógios deveria estar no lugar daquele que está totalmente em branco, para dar uma seqüência lógica aos 9 relógios.”

Nesse primeiro exemplo todos os relógios estão marcando a mesma hora e a solução é fácil. O aplicador deverá explicar para os candidatos onde colocar a resposta certa desse primeiro exemplo, colocando no círculo correspondente ao relógio em branco a letra que indicará qual deveria estar ali.

Em seguida mostre o segundo exemplo, onde os relógios do mesmo problema marcam a mesma hora, mas com dois ponteiros, indicando um princípio, uma lei ou regra que rege aquela seqüência lógica, um pouco diferente. Deixe o examinando fazer os exemplos, verifique se acertou as respostas e compreendeu o trabalho e a seguir passe para o terceiro exemplo, onde cada relógio de uma mesma linha marca horas diferentes e pergunte aos examinandos qual é a resposta certa. Verifique se marcaram a resposta no lugar correto e se houver, e se houver esclareça as dúvidas e só então peça aos examinandos para resolverem o último exemplo e apenas verifique se acertaram, passando para a explicação final:

- esclareça que a prova contém 40 problemas;
- que ele deve estudar cada problema e indicar a resposta correta, como foi instruído;
- que sempre há um princípio que rege a seqüência dos relógios quer na horizontal, quer na vertical;
- que em cada problema só há uma única resposta correta;
- que os ponteiros nunca ficam entre um número e outro do mostrador, mas sempre em cima de um dado número;
- que esses ponteiros não seguem necessariamente as mesmas regras dos relógios comuns, pois podem andar para frente ou para trás, inclusive em sentidos opostos, com mesma velocidade ou com velocidades diferentes.

Explique, por fim, que há 30 minutos (20 minutos caso seja escolaridade superior) para resolver todos os problemas que puder, que comece pelos mais fáceis, voltando depois, se houver tempo, para os problemas que exijam um raciocínio mais demorado. Inicie a marcação do tempo e sempre que alguém informar que terminou, anote também o tempo, para posterior estudo de novos tempos para o teste.

4 CORREÇÃO

4.1 **Gabarito**

01) D	06) C	11) C	16) D	21) A	26) D	31) A	36) A
02) B	07) D	12) D	17) D	22) D	27) C	32) D	37) B
03) C	08) D	13) B	18) A	23) A	28) D	33) B	38) C
04) B	09) A	14) B	19) B	24) C	29) C	34) C	39) C
05) D	10) B	15) B	20) D	25) B	30) A	35) B	40) A

4.2 **Tabela de Percentil**

Para encontrar o percentil, deve-se somar o número de acertos e consultar a tabela abaixo, considerando que as colunas significam:

B) ensino fundamental - 6 ^a a 8 ^a série
C) ensino médio
D) ensino superior

Tabela Percentilar - Forma C

Categorias - Pontos			
B	C	D	Percentil
n=130 m=17,21	n=176 m=22,08	n=139 m=25,84	
7	11	13	5
9	13	17	10
10	15	19	15
12	17	21	20
-	18	22	25
13	19	23	30
14	20	24	35
15	21	25	40
16	22	-	45
17	23	26	50
18	-	27	55
19	24	28	60
20	25	29	65
21	26	30	70
22	-	-	75
24	27	31	80
25	29	32	85
26	30	33	90
27	32	35	95
29	34	38	99

5 CADERNO DO TESTE

Caderno do Teste dos Relógios para impressão.

TESTE DOS RELÓGIOS

FABIO DE VASCONCELLOS SOUZA

SUZY VIJANDE CAMBRAIA

C

CATEGORIA _____

PONTOS _____

PERCENTIL _____

NOME _____

IDADE _____ INSTRUÇÃO _____

I

A B C D

II

A B C D

III

A B C D

IV

A B C D



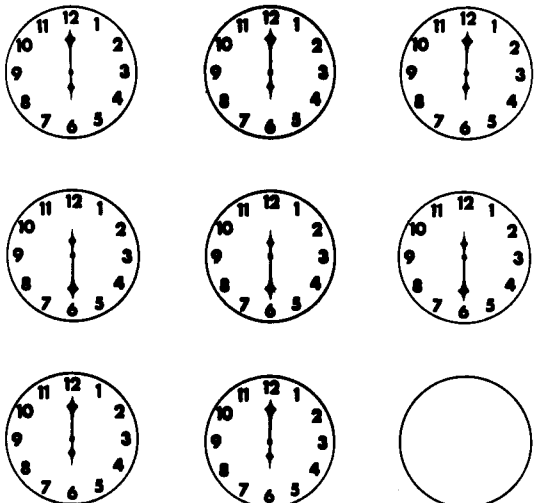
VETOR

EDITORA PSICO-PEDAGÓGICA LTDA.

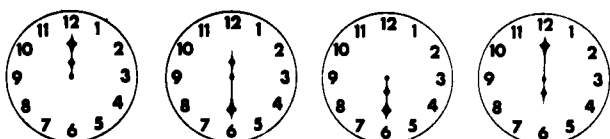
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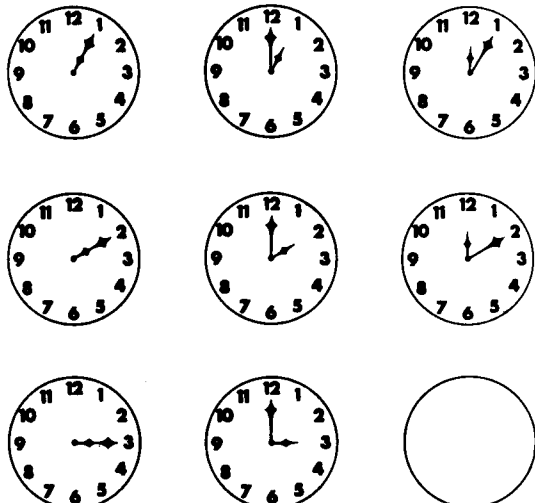
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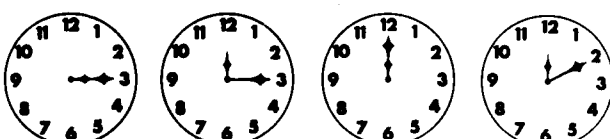
A B C D



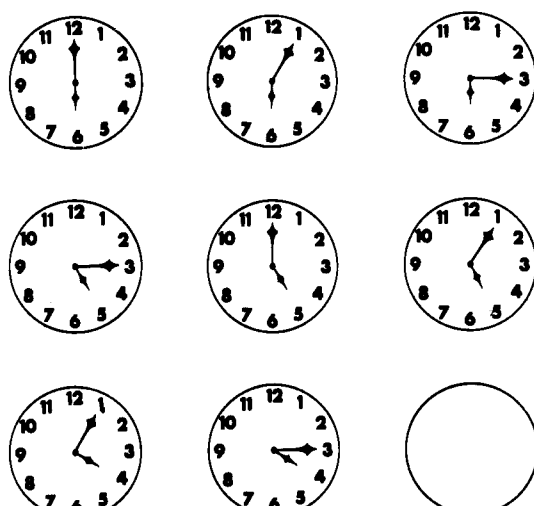
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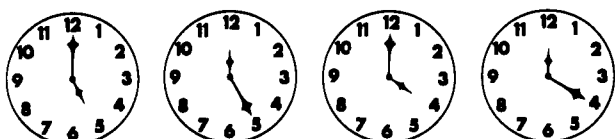
A B C D



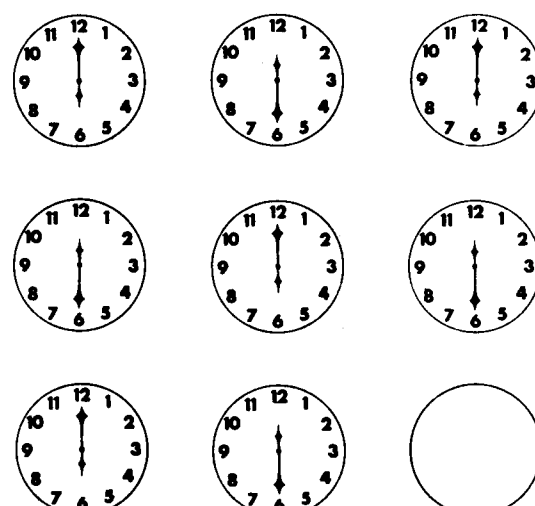
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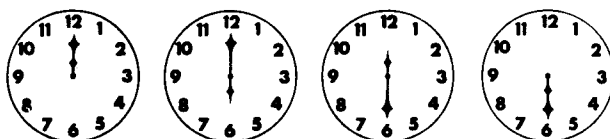
A B C D



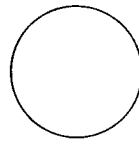
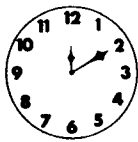
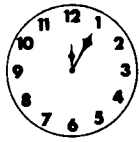
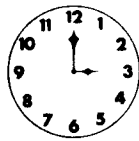
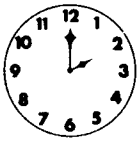
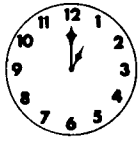
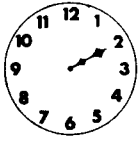
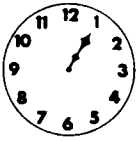
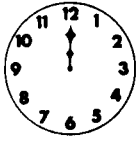
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A B C D



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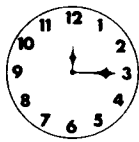
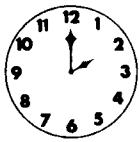
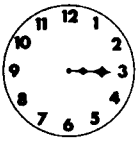
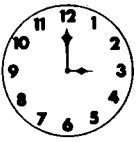


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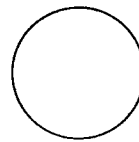
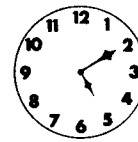
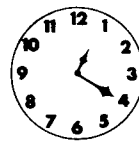
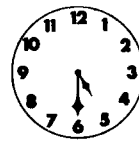
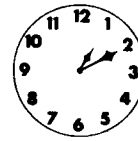
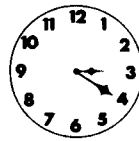
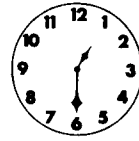
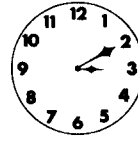
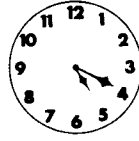
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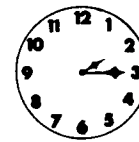
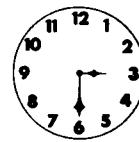
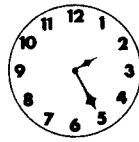
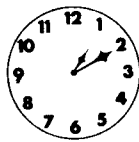


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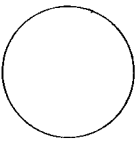
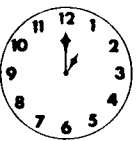
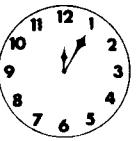
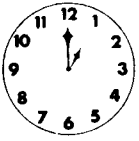
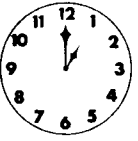
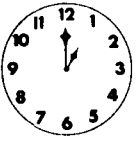
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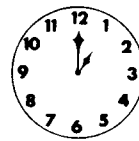
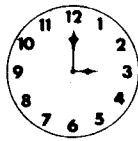
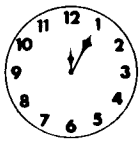
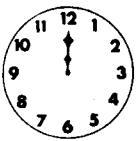


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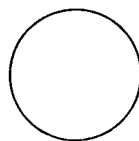
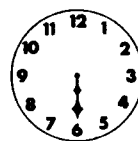
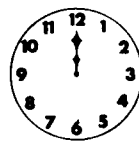
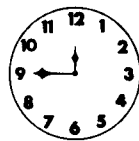
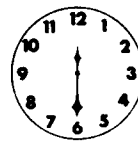
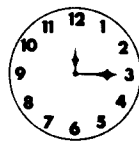
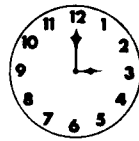
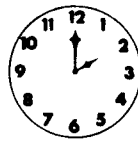
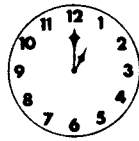
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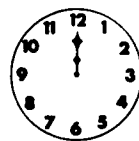
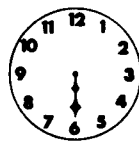
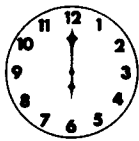
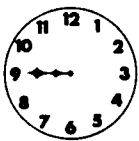


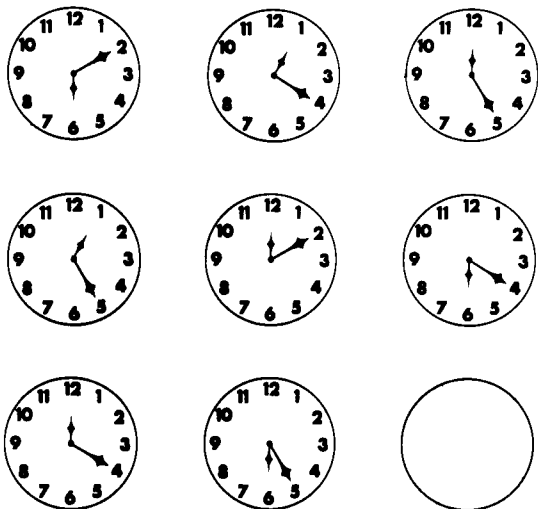
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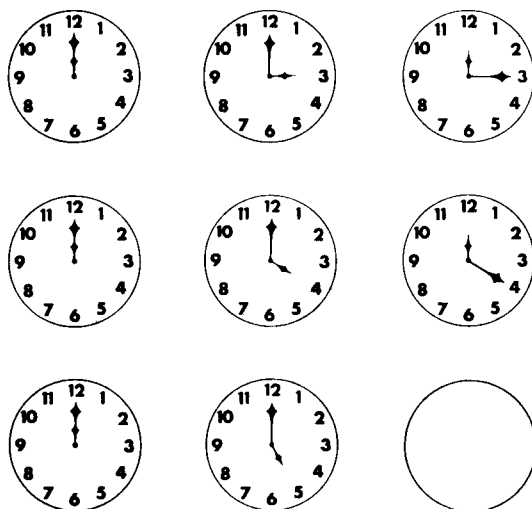
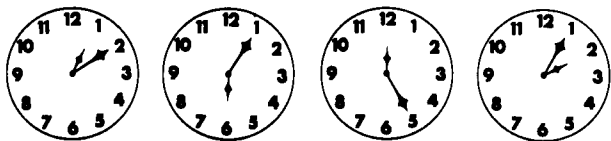
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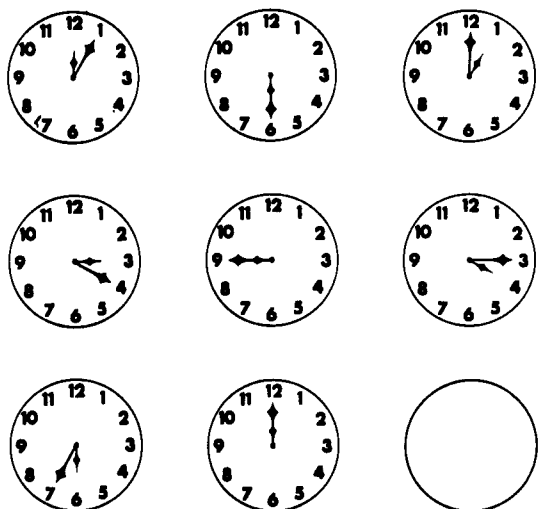
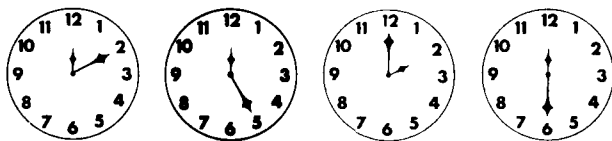




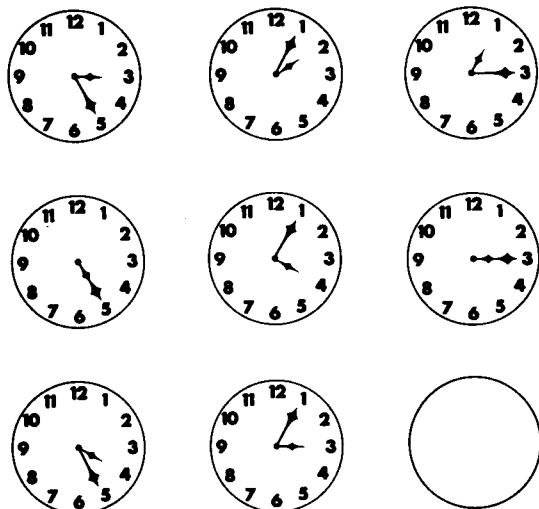
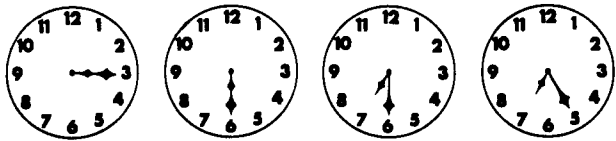
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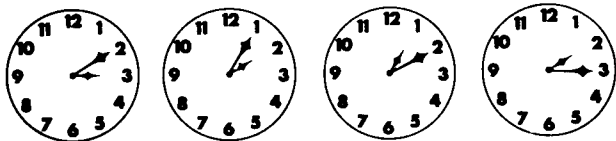
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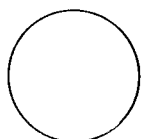
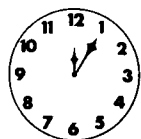
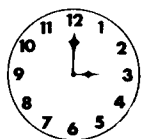
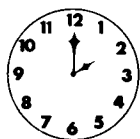
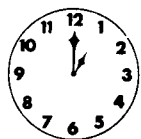
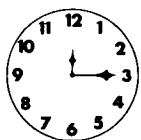
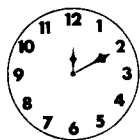
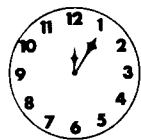


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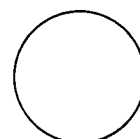
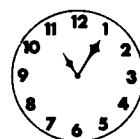
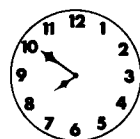
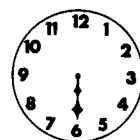
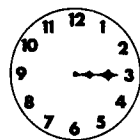
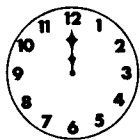
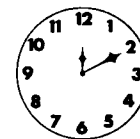
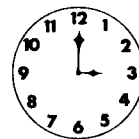
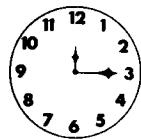
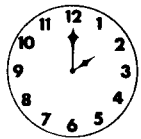


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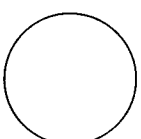
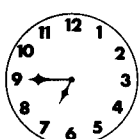
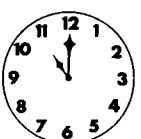
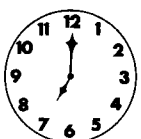
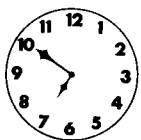
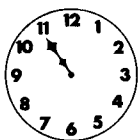
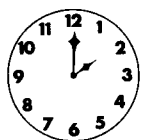
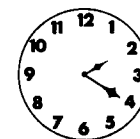
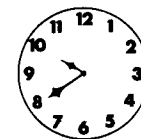
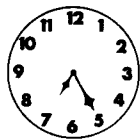


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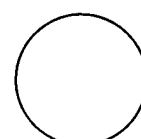
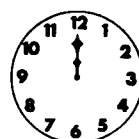
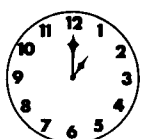
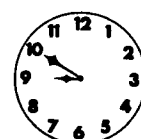
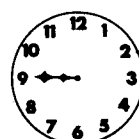
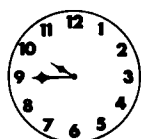
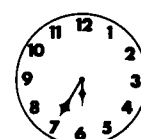
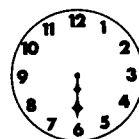
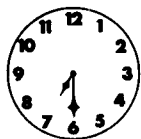
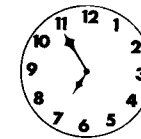
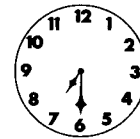
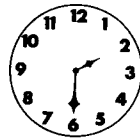


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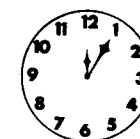
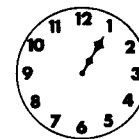
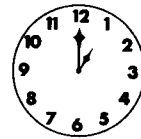
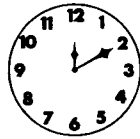


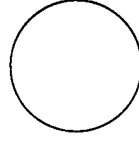
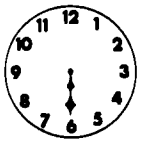
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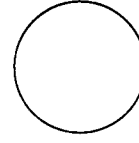
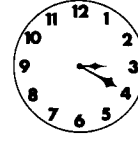
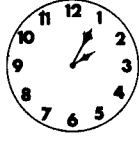
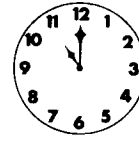
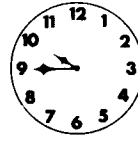
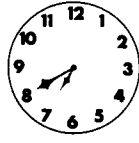
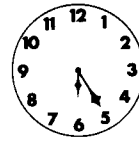
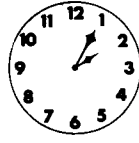
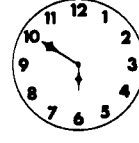


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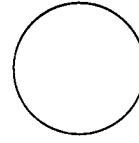
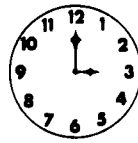
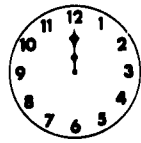
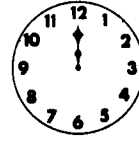
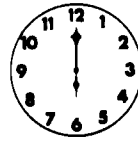
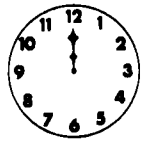
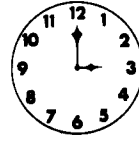
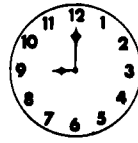
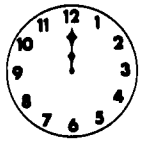
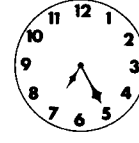
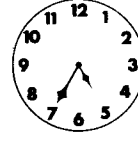
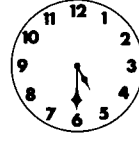
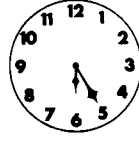


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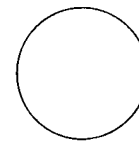
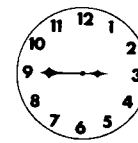
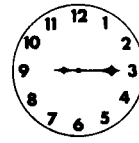
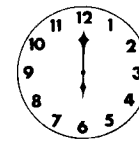
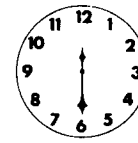
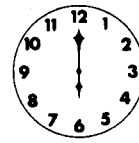
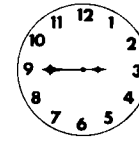
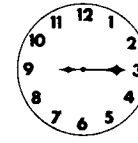
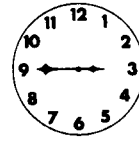
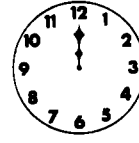
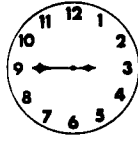
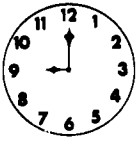
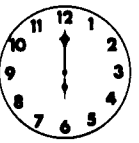


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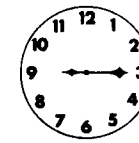
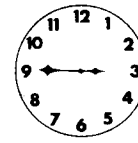
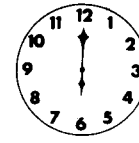
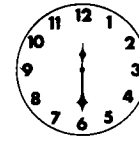


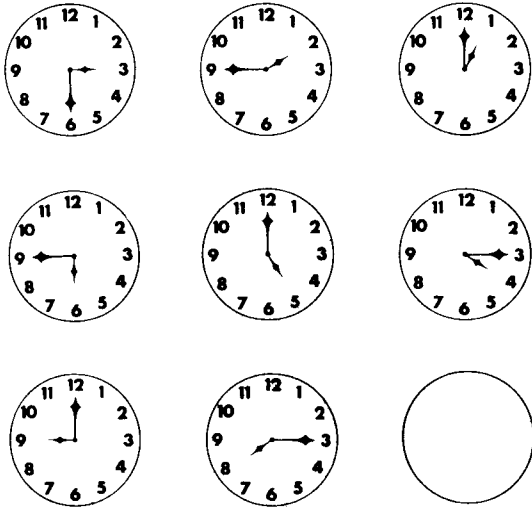
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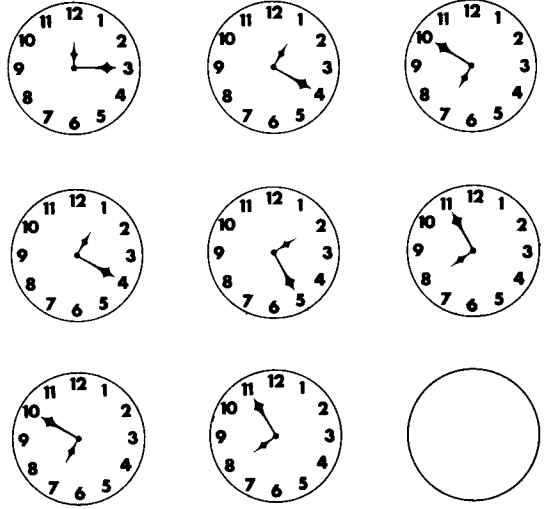
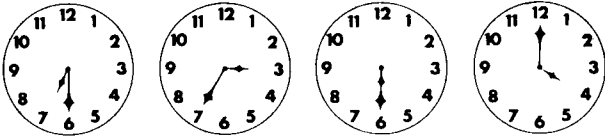
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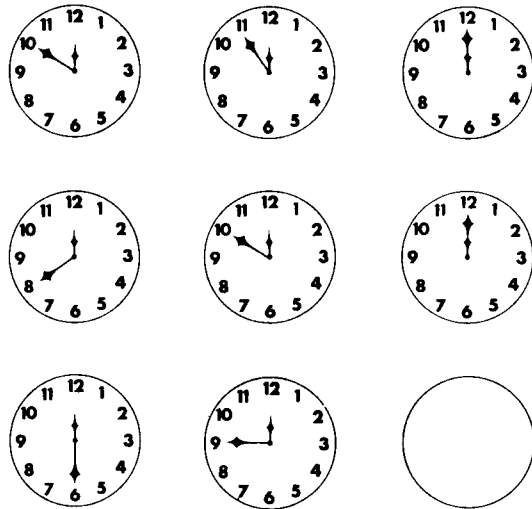
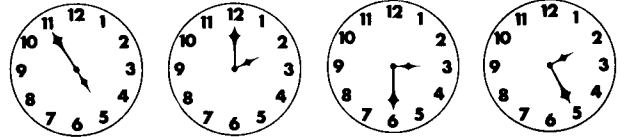




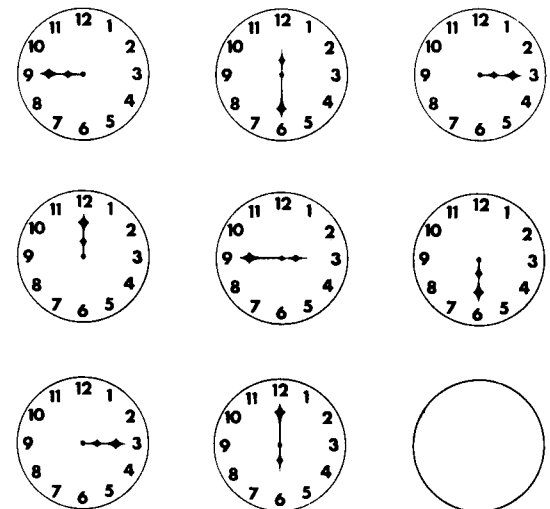
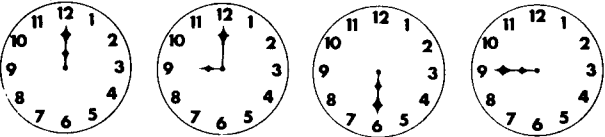
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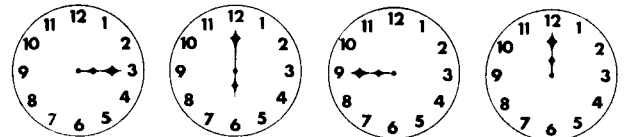
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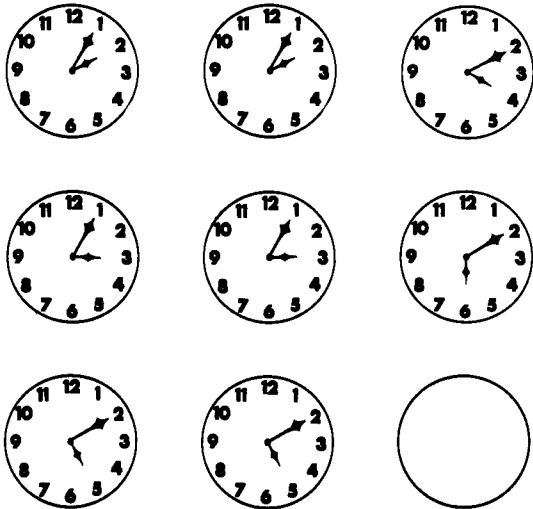


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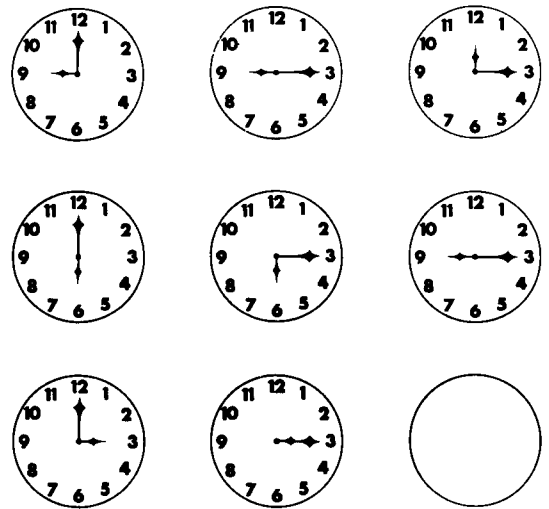
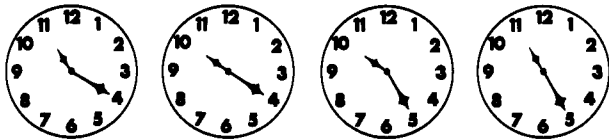


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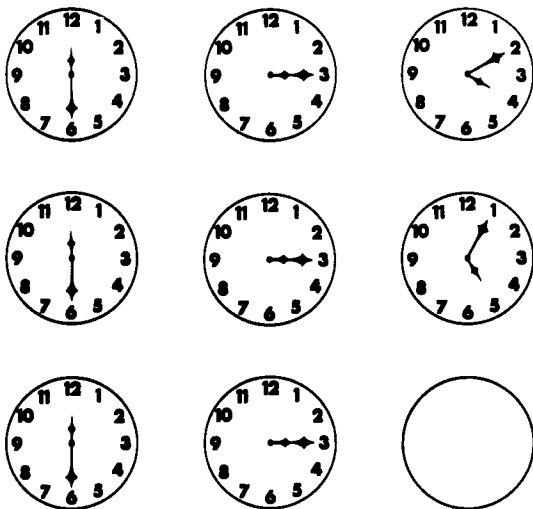
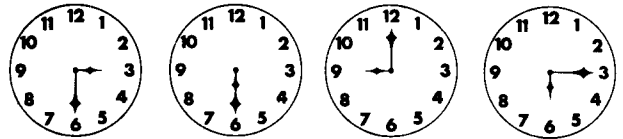




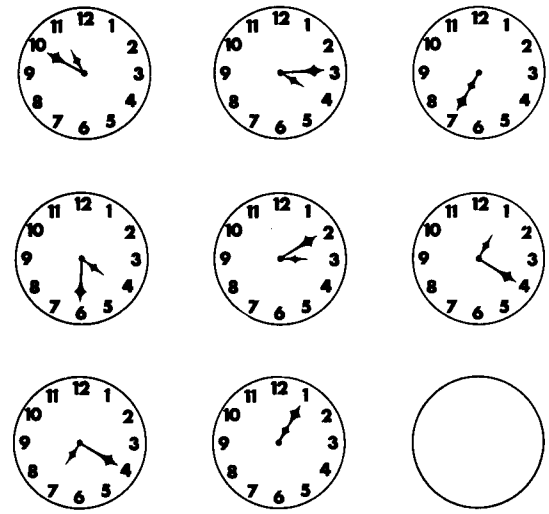
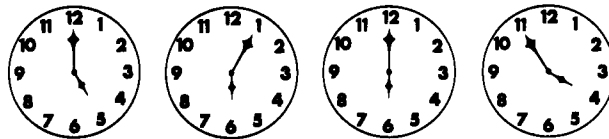
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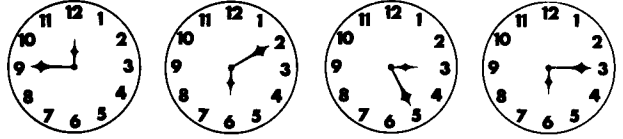
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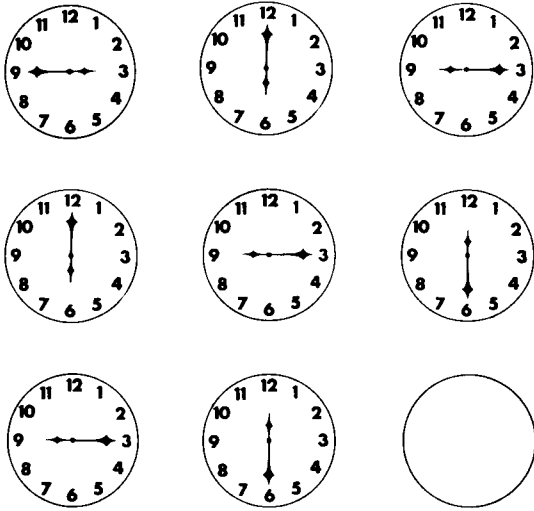


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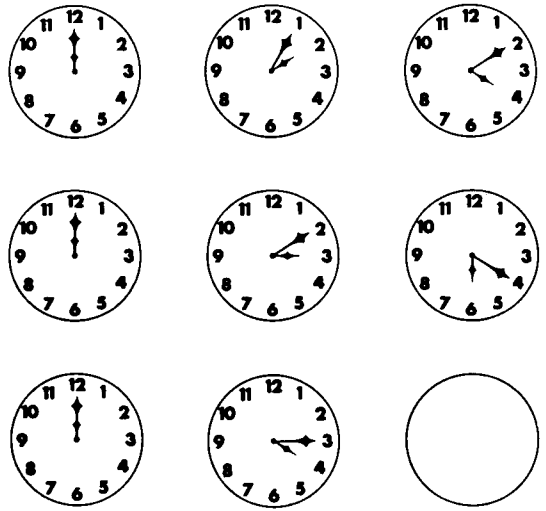
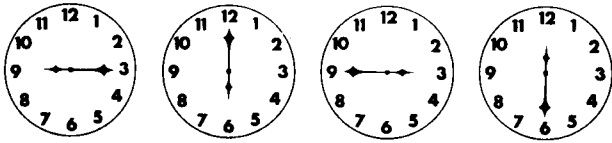


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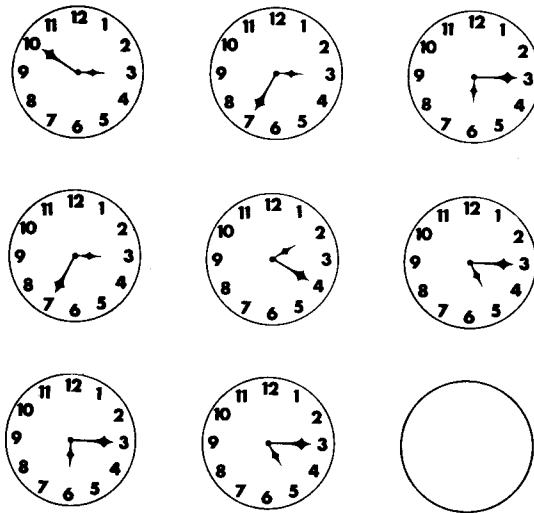
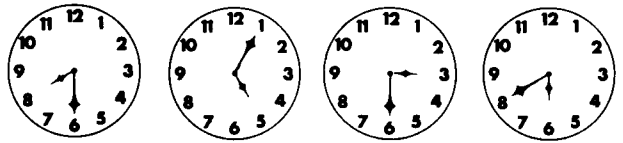




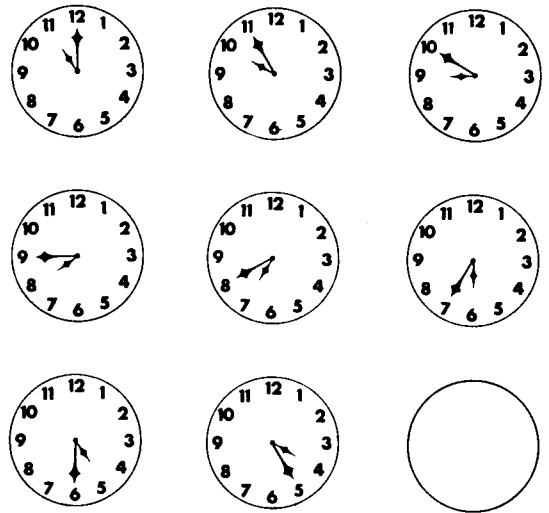
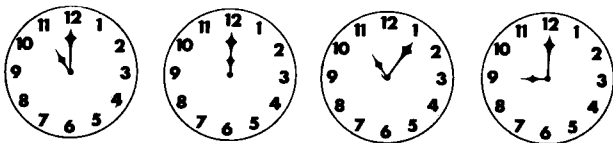
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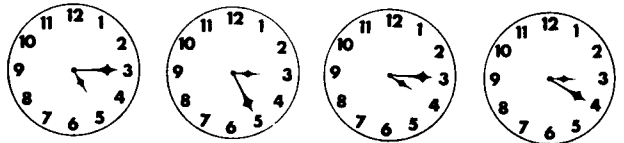
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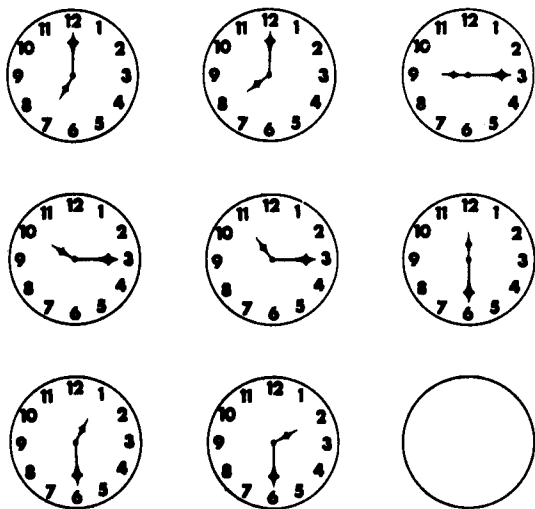


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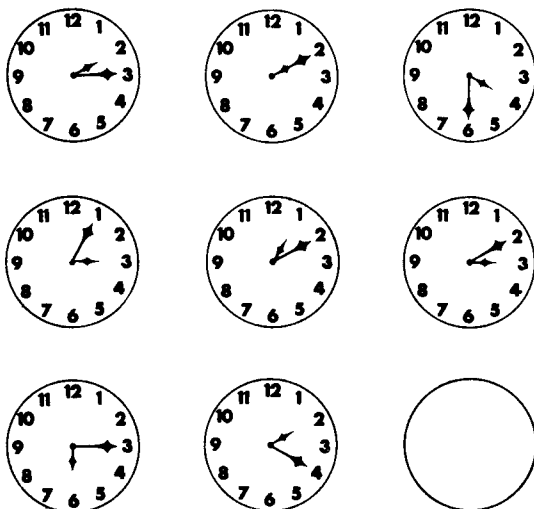
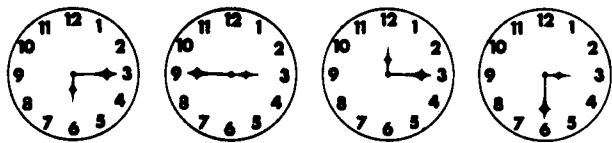


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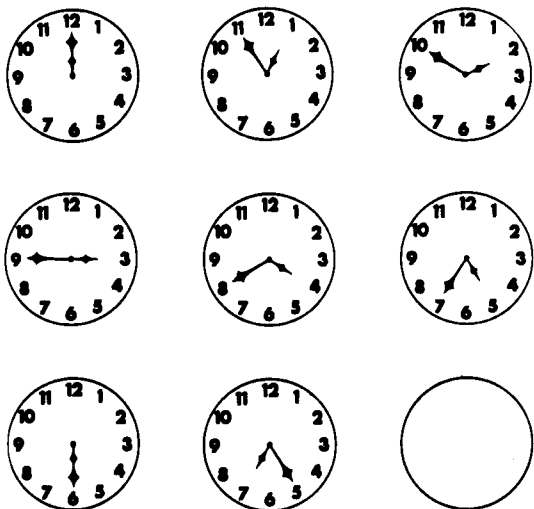
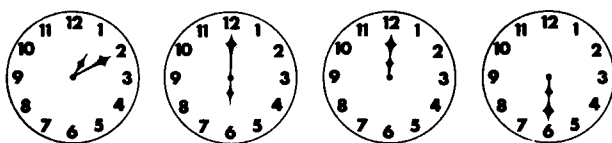




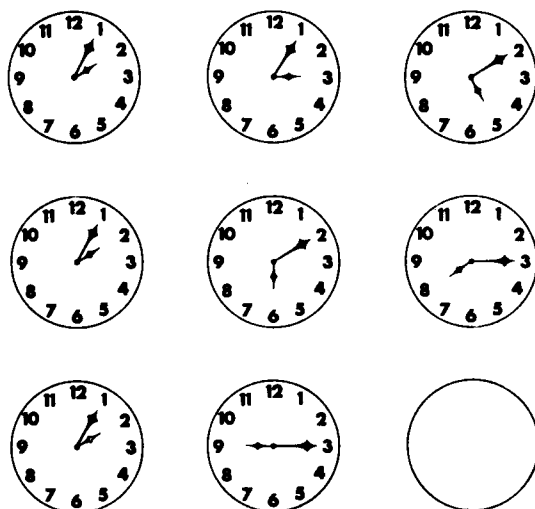
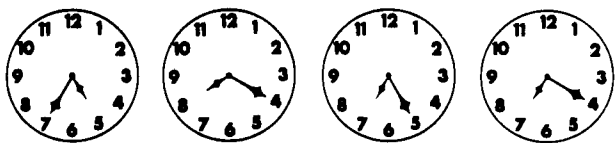
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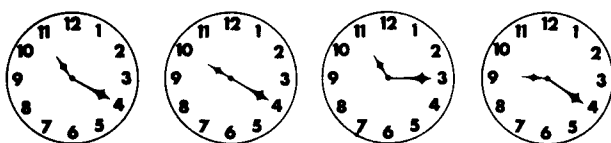
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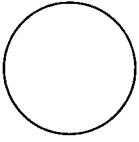


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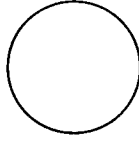
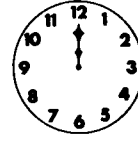
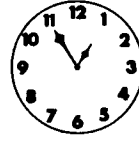
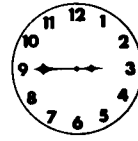
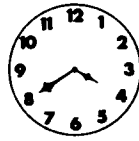
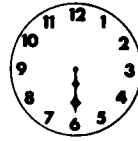
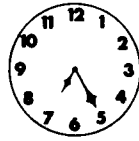
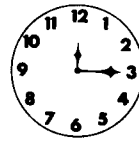
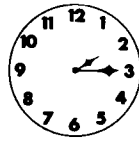
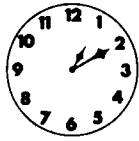


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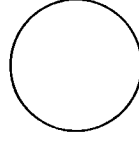
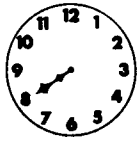
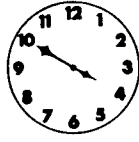
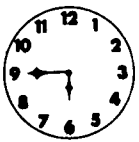
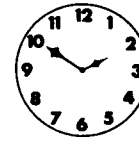
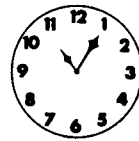
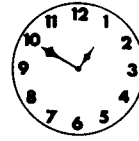
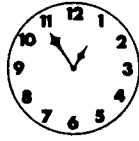


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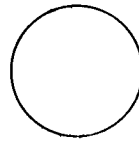
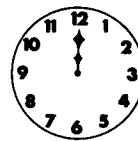
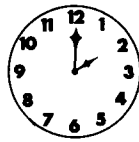
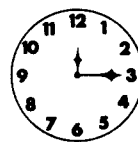
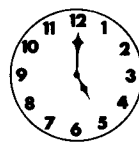
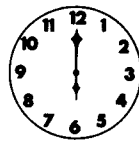
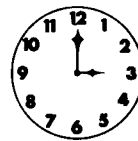
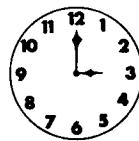
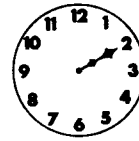
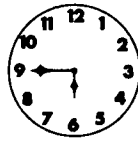
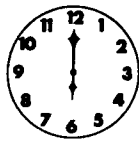


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