

Lifting aviation professionals to the next level.

MYWINGMAN · AVIATION PSYCHOLOGY & PSYCHOMETRIC ASSESSMENT



Pilot Online Assessment Preparation *Guide*

What to expect · How to prepare · How to perform

AB INITIO
PILOTS

QUALIFIED
PILOTS

ONLINE
ASSESSMENTS



UNDERSTAND

What assessors
are looking for



PREPARE

Practical steps
before the day



PERFORM

Present your
best authentic self

SECTION 01

What is a pilot psychological *assessment* — and why does it exist?

A pilot assessment is not an exam. There are no correct answers to memorise, no pass mark to hit, and no technique to reverse-engineer. It is a structured process designed to understand how you naturally think, communicate, and make decisions — and whether those tendencies fit the demands of the role.

Psychological assessments in aviation exist because the cockpit is one of the most demanding professional environments on earth. Technical skill gets a pilot through training. But it is non-technical skill — situational awareness, workload management, communication, decision-making under pressure — that largely determines performance and safety over a career.

Operators and training organisations need to understand your non-technical profile early. For **ab initio candidates**, this means assessing learning potential, adaptability, and motivation before significant investment is made in training. For **qualified pilots**, it means verifying that your behavioural profile aligns with the operator's specific environment — aircraft type, culture, route structure, and crew composition.



PURPOSE

To understand how you naturally perform — not to catch you out or find fault.



EASA CONTEXT

AMC.CAT.GEN.MPA.175 requires operators to assess crew member suitability. Psychological assessment fulfils one of these requirements.



WHAT IT COVERS

Cognitive aptitude, personality and behavioural tendencies, situational judgement, and often a structured interview.

THE RIGHT FRAME OF MIND

Think of the assessment as a professional conversation, not a test. Assessors want you to perform well. They are not looking for perfection — they are looking for authenticity, self-awareness, and the qualities that make someone a safe, effective, and coachable crew member.

SECTION 02

Does the *ideal pilot profile* exist?

"The perfect pilot personality is a myth. What exists is a range of profiles that work — and an honest understanding of which environments suit which people."

The short answer is no. There is no single psychological profile that defines a good pilot. What assessors are looking for is not a template to match against — it is fit. Fit between you, the role, the training environment, and the organisation.

Different operators prioritise different things. A low-cost carrier with high turnaround pressure values different qualities than a long-haul operator with extended rest cycles. A military-to-civil transition candidate brings a different profile than a multi-crew cooperation graduate. None of these is wrong. They are simply different.

Trying to present an ideal version of yourself is not just unnecessary — it is detectable. Modern assessments include validity scales specifically designed to identify unrealistic self-presentation. A candidate who scores implausibly high on every positive trait, or implausibly low on every challenging one, is flagged — not rewarded.

THE MOST COMMON MISTAKE

Trying to answer as you think a "perfect pilot" would answer — rather than how you actually think, feel, and behave. This produces a profile that is both unrepresentative and internally inconsistent. Assessors see it regularly, and it rarely improves outcomes.

What assessors are actually looking for:

SELF-AWARENESS

Can you accurately describe your own strengths and limitations? Do your self-perceptions match your behavioural data?

COACHABILITY

Do you respond constructively to feedback? Can you adapt when the environment requires it?

PROFESSIONAL MOTIVATION

Is your interest in aviation genuine and well-reasoned? Do you understand the demands of the role you are applying for?

CONSISTENCY

Do your responses across different formats — tests, questionnaires, interview — form a coherent and plausible picture?

THE GOAL

To present an accurate picture of who you are — not a constructed impression of who you think they want you to be. The right operator will want the real you. The wrong one would be a poor fit anyway.

SECTION 03

CBTA and the *9 competencies*

Competency-Based Training and Assessment (CBTA) is the EASA framework that defines what good performance looks like for pilots — across 9 core competencies. Understanding it is not just useful for assessments — it explains the language your whole career will use.

CBTA shifts aviation training from hours-based to outcome-based. Instead of measuring how long you trained, it measures what you can actually do — and specifically, whether you demonstrate the nine core competencies that research has linked to safe, effective flight operations.

In a psychological assessment, these competencies are not directly tested — but they provide the underlying framework for what assessors are looking for. Interview questions, situational judgement tasks, and behavioural observations are all anchored to this model.

COMPETENCY (9 TOTAL)	WHAT IT MEANS IN PRACTICE	HOW IT SHOWS UP IN ASSESSMENT
Application of knowledge	Using technical and procedural knowledge to support safe decisions	<i>Technical questions, situational judgement</i>
Communication	Clear, precise, assertive — and listening as much as transmitting	<i>Interview, group exercise, verbal fluency</i>
Flight path management	Maintaining control and awareness of the aircraft's trajectory	<i>Spatial reasoning, multi-tasking tasks</i>
Leadership & teamwork	Supporting crew, taking appropriate authority, sharing the workload	<i>Group exercise, interview (CRM examples)</i>
Problem solving & decision making	Identifying options and selecting the safest course under pressure	<i>Situational judgement tasks, interview</i>
Situation awareness	Knowing what is happening, what is about to happen, and why it matters	<i>Cognitive testing, attention tasks</i>
Workload management	Prioritising tasks and maintaining capacity when demands are high	<i>Multi-tasking battery, time-pressure tasks</i>
Upset prevention & recovery	Recognising and responding to abnormal aircraft states	<i>Spatial orientation, reaction tasks</i>

WHY THIS MATTERS FOR YOUR ASSESSMENT

When you are asked behavioural interview questions — "Tell me about a time when you had to manage a high-workload situation" — the assessor is not just listening to your story. They are looking for evidence of specific competencies within it. Structuring your examples around these eight areas gives your answers precision and credibility.

SECTION 04

What can — and *cannot* — be prepared

Honest preparation means knowing the difference between what you can meaningfully work on and what it is pointless — or counterproductive — to try to change. Most candidates underinvest in the things they can actually control.

✓ YOU CAN PREPARE THESE

- Your motivation — why aviation, why this organisation, why now
- Knowledge of the company, fleet, values, and training pathway
- Behavioural interview examples — structured, specific, honest
- Cognitive test familiarity — format recognition, pacing, multi-tasking
- Logistics — sleep, nutrition, travel, environment setup
- Your technical knowledge relevant to the role
- Practising speaking out loud — natural, clear, not scripted

✗ YOU CANNOT MEANINGFULLY CHANGE THESE

- Your underlying personality traits and preferences
- Your cognitive processing speed and capacity
- Your fundamental values and behavioural tendencies
- The way validity scales assess your consistency
- Whether your profile fits this specific operator

ON COGNITIVE TESTS

Practising cognitive test formats — attention tasks, multi-tasking batteries, spatial reasoning — can improve your familiarity with the format and reduce anxiety. It does not significantly change your underlying cognitive capacity. What it does do is ensure you are not losing marks to unfamiliarity rather than ability. That is worth doing.

ON PERSONALITY QUESTIONNAIRES

Attempting to change your personality responses based on what you think the assessor wants to see is both detectable and counterproductive. Response inconsistency is a scored outcome. You are far better served by answering honestly and trusting that the right organisation will value the profile you actually have. More on this in Section 08.

"Invest your preparation time in the things you can actually control. They matter more than most candidates realise."

SECTION 05

Before the day: *everything in your control*

The candidates who perform best are rarely the most talented. They are the most prepared — in the ways that actually matter. Here is what that looks like in practice.

Sleep — treat it as performance preparation

Fatigue is the single most reliable way to underperform on cognitive tests. Attention, working memory, reaction speed, and decision quality all degrade measurably with sleep restriction. Aim for 7–9 hours for at least three nights before the assessment — not just the night before. A sleep debt accumulated over a week is not resolved by one good night.

Know your motivation — deeply, not superficially

You will almost certainly be asked: Why aviation? Why this organisation? Why now? These questions are not small talk. They are competency probes. A candidate who has reflected genuinely on their motivation, career trajectory, and fit with the organisation gives specific, credible, differentiated answers. A candidate who has not gives generic ones — and assessors have heard every generic answer many times.

Research the organisation thoroughly. Verify every fact you find — including anything produced by AI tools, which can be wrong. Presenting incorrect information about an operator to their own assessors is a difficult position to recover from.

Prepare interview examples — but do not script them

Prepare four or five specific behavioural examples from your experience — situations where you demonstrated communication, decision-making, workload management, or teamwork under pressure. Know them well enough to speak naturally about them. Do not memorise a script. Practice out loud, ideally with another person who can ask follow-up questions, because an interview is a conversation — not a presentation.

Cognitive test familiarity

If the invitation indicates cognitive testing, familiarise yourself with the format. Most batteries include attention tasks, multi-tasking, numerical reasoning, and spatial orientation. Practising the format reduces the time you spend understanding what to do and increases the time you spend actually doing it. Reputable practice materials are available — avoid anything claiming to reveal specific test content.

For online assessments — prepare your environment

- Laptop or desktop — not a phone or tablet
- Stable wired connection where possible
- Quiet room, neutral background, good lighting
- Camera and microphone tested in advance
- Platform logged into, system checks done
- All notifications silenced
- Support contact saved in case of technical issues

THE DAY BEFORE

Stop preparing. Your preparation window is the week before, not the evening before. Rest, eat well, and arrive — physically or virtually — ready to perform at your natural best. Last-minute cramming for a personality questionnaire does not exist.

SECTION 06

Online vs. in-person: *same evaluation, different environment*

The majority of pilot psychological assessments are now delivered entirely online. Understanding what changes — and what does not — will help you approach both formats with confidence.

	ONLINE ASSESSMENT	IN-PERSON ASSESSMENT
What is evaluated	Identical competencies, same psychological constructs	Identical competencies, same psychological constructs
Cognitive testing	Computer-adaptive, often timed per item	Computer-adaptive, often timed per item
Personality questionnaire	Online portal — same format as in-person	Same portal, completed on site
Interview	Video platform — camera, microphone required	Face-to-face in assessment room
Technical issues	Can occur — screenshot + contact support immediately	Managed by assessor on site
Professionalism expected	Identical — dress, environment, conduct	Identical — dress, environment, conduct
Timing	Log in 10 minutes early; have backup plan	Arrive 25–30 minutes early; allow for travel
Assessor observations	Begins the moment video connects	Begins the moment you enter the building

THE MOST COMMON ONLINE MISTAKE

Treating an online assessment as less formal than an in-person one. The evaluation is identical. The camera does not make it informal — it makes it recorded. Dress professionally. Maintain eye contact with the camera, not your own image on screen. Treat a video interview with exactly the professionalism you would bring to a face-to-face one.

IF SOMETHING GOES WRONG TECHNICALLY

Do not simply restart and hope. Screenshot or note the time, then contact the support team immediately. Most reputable platforms have clear protocols for genuine technical disruptions and will accommodate you. Saying nothing and restarting creates ambiguity in your results.

SECTION 07

Using AI wisely — *and where it will work against you*

AI tools can genuinely help you prepare for an assessment. They can also significantly undermine your performance if you use them in the wrong way. The distinction is important.

USE AI FOR THIS

- Researching the organisation, its fleet, values, and recent news
- Exploring what CBTA competencies mean and how they apply
- Generating practice interview questions to rehearse against
- Structuring your own behavioural examples more clearly
- Understanding assessment formats and what to expect
- Drafting a preparation schedule

DO NOT USE AI FOR THIS

- Writing your interview answers for you to read out
- Generating scripts you plan to memorise and recite
- Producing "ideal" personality questionnaire responses
- Fabricating specific experience you do not have
- Researching facts you then fail to verify independently

WHY AI-SCRIPTED ANSWERS BACKFIRE

Experienced interviewers recognise AI-generated phrasing. It tends to be fluent, balanced, impersonal, and oddly structurally similar across candidates. More importantly: your responses in an interview are cross-checked against your test results, your personality profile, and your other answers throughout the day. An answer that sounds prepared but does not match the rest of your profile creates inconsistency — and inconsistency is something assessors actively probe.

AI CAN BE WRONG — AND THAT MATTERS HERE

If you use AI to research an organisation — their fleet, their EASA approvals, their training programme — verify every specific fact from the operator's own website or official sources before your assessment. AI language models can confidently produce inaccurate information. Presenting incorrect facts about an operator to their own assessors is not just embarrassing — it raises questions about your judgement and thoroughness.

THE RIGHT USE OF AI IN PREPARATION

Use AI as a thinking partner, not a ghostwriter. Let it ask you practice questions, challenge your answers, help you understand concepts, and point you toward information. Then form your own views, in your own words, from your own experience. That is what will perform well in the room.

SECTION 08

Personality questionnaires: *one person, professional lens*

Personality questionnaires are the element of assessment that candidates find most confusing — and most tempting to game. Both responses are understandable. Neither is helpful. Here is what is actually happening.

A personality questionnaire does not have correct answers. It is a structured self-report tool measuring stable traits — the patterns in how you typically think, feel, and behave across situations. These traits are largely consistent across your life. You do not have a different personality for flying and a different one for everything else.

YOU HAVE ONE PERSONALITY

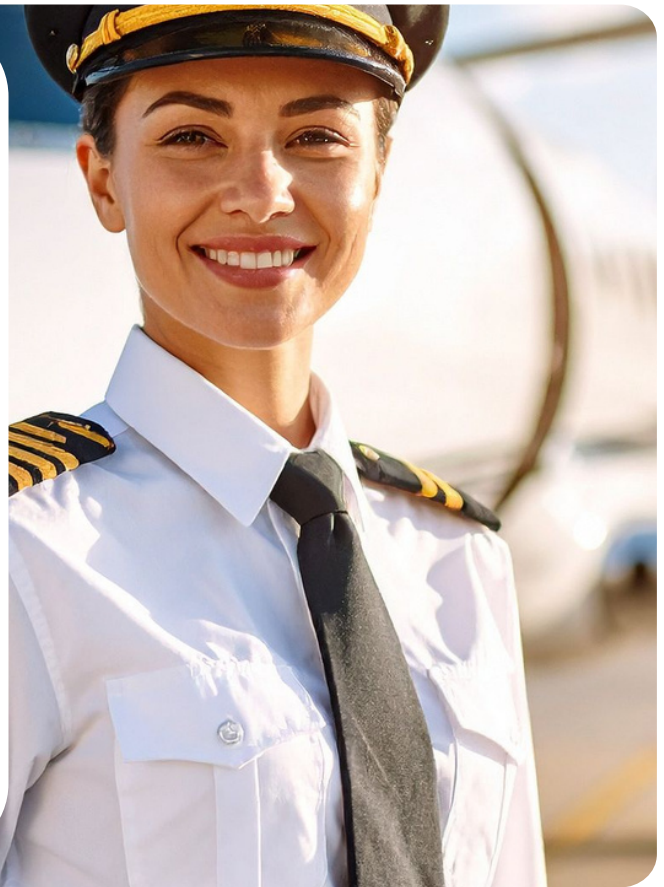
Your personality traits — how conscientious you are, how you handle ambiguity, how you relate to others, how you respond to pressure — are stable characteristics built over your lifetime. They are not something you switch on and off for a questionnaire.

Attempting to answer as a different version of yourself produces a profile that is not only inaccurate, but internally inconsistent — and inconsistency is a scored output.

BUT THE LENS MATTERS

If you find yourself uncertain about a question — “Am I organised? It depends...” — then apply a professional lens. Think of yourself in a professional, safety-critical environment. In that context, how do you typically behave?

This is not manipulation. It is **context**. Personality questionnaires in occupational settings are designed to be answered in a work context. That is the appropriate frame.



VALIDITY SCALES

Most well-designed occupational questionnaires include validity indicators — statistical checks that identify socially desirable responding, random responding, and inconsistency. You cannot see these questions. Attempting to identify and manipulate them typically produces a flagged profile.

WHAT GOOD LOOKS LIKE

A genuine, consistent, self-aware profile. Not a perfect one. Assessors are not looking for someone who scores at the maximum on every positive trait — that profile does not exist in reality, and experienced assessors know it.

PRACTICAL GUIDANCE

Answer at a reasonable pace — do not over-think each item. Answer in a professional context. Be honest. If a question gives you genuine pause, ask yourself: “How do I typically behave in a work environment?” — then answer that. Do not aim for a profile. Aim for an accurate one.

SECTION 09

Ab initio vs. qualified pilots: *what changes, what doesn't*

The psychological assessment framework is broadly the same whether you are entering training for the first time or applying for a new type rating. What differs is what the assessor is looking for — and the evidence you bring to the table.

AB INITIO

Starting your aviation career

- Assessment focuses on potential, not track record
- Cognitive aptitude carries more weight — can you learn at pace?
- Motivation is closely examined — why aviation, why now?
- Interview examples drawn from any context: work, study, sport, life
- Resilience and adaptability indicators matter more at this stage
- No expectation of cockpit experience — assessors know your baseline
- Fit with training environment is as important as end-role fit

QUALIFIED PILOT

Changing employer or aircraft type

- Assessment focuses on fit with this specific operator
- Interview examples should come primarily from aviation contexts
- CBTA competency language expected in your answers
- Leadership and CRM behaviours are examined more closely
- Your existing profile may be compared with known operator norms
- Salary, rank, and fleet context are reasonable interview topics
- EASA report may be required — check AMC.CAT.GEN.MPA.175(b)

WHAT STAYS THE SAME FOR BOTH

The core framework, the competencies assessed, the role of personality questionnaires, the importance of authenticity, and the need to understand why you are applying. The assessment does not become easier or harder based on experience level — it becomes differently calibrated. The principles in this guide apply equally to both stages of a career.

FOR QUALIFIED PILOTS — A COMMON TRAP

Assuming experience speaks for itself. It does not — unless you speak for it. "I have 3,000 hours" tells an assessor nothing about competency. "In a specific situation, I did this, and the outcome was this" tells them a great deal.

FOR AB INITIO PILOTS — A COMMON WORRY

Having no flight experience to draw from. You do not need it. Assessors are trained to evaluate non-aviation examples for the same competencies. Strong examples from sport, study, work, or any high-stakes context are entirely valid.

SECTION 10

Ready to *book your assessment?*

MyWingman assessments are delivered entirely online and designed to meet EASA regulatory requirements. Select the assessment that matches your career stage below.

FOR FLIGHT SCHOOLS & AB INITIO PILOTS

Ab Initio Pilot *Assessment*

Designed for candidates applying to flight training programmes or exploring their aptitude and suitability for an aviation career. Covers cognitive abilities, personality profile, and motivational assessment. EASA-recognised report included.

Available to individuals and flight schools. Suitable before or during the application process.

[Book now →](#)

FOR EASA QUALIFIED PILOTS

Qualified Pilot *Assessment*

For licensed pilots changing employer, applying for a new position, or seeking a structured psychological assessment per AMC.CAT.GEN.MPA.175. Detailed individual report and official certificate included.

Always verify the specific requirements with your prospective employer before booking. Requirements vary between operators.

[Book now →](#)

NOT SURE WHICH IS RIGHT FOR YOU?

Contact us at contact@mywingman.eu — we will help you identify the appropriate assessment for your situation and ensure it meets your operator's requirements.

"Your goal is not to create a perfect impression. Your goal is to present an accurate one."

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