

Psychometrics Training

Cutting-edge. Practical. Flexible.

It is a requirement of the British Psychological Society (BPS) for anyone who administers psychometric assessments to be adequately trained in the administration, interpretation and feedback of such assessments. Our training courses are aligned against the BPS standards and run via a blended learning format, ensuring you can gain your qualifications at a pace to suit your needs.

Our training in psychometric assessment is centered on the use of ability and personality assessment in the workplace and accredits delegates in the use of our Elements ability tests and Dimensions personality questionnaire. Our courses are aligned against the new British Psychological Society (BPS) standards in Occupational Test Use.

Assessing Ability in Organisations

This course fulfills the BPS requirements to award 'Occupational test user: Ability certification' (previously known as Level A). Trainees gain the key skills and knowledge needed to effectively use and administer ability tests in the workplace. Delegates will receive training in the use of Talent Q's Elements suite of ability tests.

Course contents

This course is divided in to three sections.

- 1. Assessing Ability at Work:** Here, we cover the essentials of psychological testing, historical and contemporary perspectives on ability in the workplace, job analysis techniques, fairness and diversity in testing and advances in adaptive testing techniques.
- 2. Psychometric Theory:** This part of the course covers the fundamentals of psychometric theory, including the statistical concepts that underpin all psychometric assessments. These statistics help us understand test results as well as being

able to evaluate the overall usefulness and appropriateness of any given test.

- 3. Practitioner Skills:** The final part of the course focuses on developing the practical skills required to be an effective practitioner. This includes the administration, interpretation and feedback of Talent Q's Elements ability tests (verbal, numerical and logical reasoning).

Course assessment is through a combination of coursework exercises completed at home and a final face-to-face test and demonstration of practical administration and feedback skills.

Assessing Personality in Organisations

This course fulfills the BPS requirements to award 'Occupational test user: Personality certification' (previously known as Level B) and provides delegates with the necessary skills to administer and interpret the Dimensions personality questionnaire in the workplace.

Course contents

This course is divided in to three sections.

- 1. Personality at Work:** This covers the theories that inform our understanding of personality, the various methods used to assess personality in the workplace and the background to the Dimensions personality questionnaire. It also illustrates the

importance of fairness and diversity in assessment and the key responsibilities of the practitioner in assessment contexts.

- 2. Psychometric Theory:** This part of the course covers the fundamentals of psychometric theory, including the statistical concepts that underpin all psychometric assessments. These statistics help us understand assessment results as well as being able to evaluate the overall usefulness and appropriateness of any given personality questionnaire.
- 2. Practitioner Skills:** The final part of the course focuses on developing the practical skills required to be an effective practitioner. This includes the administration, interpretation and feedback of Talent Q's Elements ability tests (verbal, numerical and logical reasoning).

Course assessment is through a combination of coursework exercises completed at home and a final face-to-face test and demonstration of feedback skills using Dimensions profiles in role-play.

Format

Both our training courses are available to complete in one of two ways:

- 1. Blended learning:** Allows delegates maximum flexibility in how they complete their training. Delegates benefit from on-going support from a dedicated psychologist tutor, as well as online access to our Learning Centre and its resources.

Course duration: Delegates can complete each course at their own pace within a three month period.

- 2. In-house classroom course delivery:** This format can be arranged with clients for groups of delegates at the client's premises.

Course duration: Each course lasts three days, but if completed back to back, can be run in a single five day period.

Further information and support

At Talent Q we take a pragmatic and flexible approach in everything we do. Our aim is to achieve the best possible outcome for the client and their organisation.

If you would like to find out more about our accredited training or other courses available, please contact us:

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Talent Q provides innovative and practical online assessment solutions, training and consultancy to fit your business, how and when you want them, **at a price to suit you.**