

Psychometric Assessment & Testing

Introduction

This course will create awareness of Psychometric Assessment and Testing and the tools available in today's rapidly changing business environment. Participants will develop the skills required to consider the practical applications of Psychometrics in Selection and Recruitment, Development and even Downsizing.

There are detailed presentations supporting each of the topics described above together with some interactive trainer lead sessions of discussion. There will also be practical sessions where delegates have the opportunity to experience a range of Psychometric Instruments.

Objectives

By the end of this course participants will be able to:

- Describe the use of Psychometric Assessment and Testing
- Determine when Psychometrics can be applied in their role
- Describe how to link Competencies to the results of a Job Analysis
- Use Competencies to help plan an Assessment Centre
- Describe the different uses of Assessment Centres
- Help to plan and conduct an Assessment Centre
- Plan the use of Psychometrics in Selection and Recruitment
- State the benefits of using Assessment Centres and Psychometric Instruments

Content

A sample of what is covered includes:

Psychometric Testing - History and Background

- Introduction to Psychometric Assessment and Testing
- Overview of the uses of Psychometrics in today's business
- History and development of Psychometrics
- Competencies as a basis for assessment
- Job Analysis to determine Competencies

Understanding Psychometric Testing

- Psychometrics in Assessment Centres
- Self-reporting Psychometric Profiles
- Establishment of and the use of Norms

Recruitment and Selection

- The use of Psychometrics in Selection and Recruitment
- Using Assessment Centres for Selection and Recruitment
- Using Assessment Centres for Development
- Using Assessment Centres for Downsizing

Using the Tools and Understanding the Processes

- Examples of Psychometric Instruments - Tests and Profiles

- Designing Assessment Centres
- Assessor Training

Putting it into Practice

- Running an Assessment Centre
- Providing Feedback to candidates

