

# Psychometrics Training

Making the best hiring decisions, enabling people to grow and develop and building great teams requires high quality psychometric products deployed by suitably trained and skilled individuals.

Getfeedback's training partner's course is verified by the British Psychological Society (BPS), which governs standards for the use of psychometric assessment within the UK.

We provide training for users in relation to two key professional standards:

## Assessment in Business (Level A)

The course provides the learner with the foundation knowledge needed to effectively use psychometric tests measuring ability.

### The course covers

- Introduction to the principles of psychological assessment
- How to determine good from bad quality tests - test reliability and validity
- Selecting appropriate tests for a given situation
- Skills required to test people, score tests, understand and make decisions based on results
- Discuss tests with candidates and internal stakeholders
- Legal compliance and best practice

### Formats

- Blended Learning - for individual open enrolment
- 3-Day Workshop - for clients with 6 or more delegates

## Personality in Business (Level B)

The course provides the learner with the foundation knowledge needed to effectively use psychometric assessments measuring personality. Level A or equivalent qualification is a prerequisite to attending this course.

### The course covers

- The use of personality assessment in business
- How personality is measured effectively and accurately
- Applying personality assessment to resourcing, development and teambuilding
- Skills required to assess people, score assessments, understand and make decisions based on results
- Discuss assessments with candidates and internal stakeholders
- Legal compliance and best practice

### Formats

- Blended Learning - for individual open enrolment
- 3-Day Workshop - for clients with 6 or more delegates the measure of people.

### **Dimensions Conversion Workshops**

Individuals who have previously completed a Level B or equivalent qualification are invited to attend a half-day Dimensions conversion workshop. These enable learners to become fully familiar with the use of Dimensions across a range of talent management applications. These workshops are offered in open public enrolment or client specific formats.

### **Formats**

- Half-Day Workshop - for individual open enrolment
- Half-Day Workshop - for clients with 6 or more delegates

### **Benefits of Blended Learning**

In the contemporary work environment, taking extended time out to attend off-site training courses is often unrealistic. The blended learning format affords an attractive alternative

### **The blended learning model**

- Telephone induction to course
- Work through e-learning components online at own pace
- Telephone based support throughout the course
- Complete & submit coursework
- Attend classroom based one-day workshop to complete final practical skills and knowledge assessment component

The blended learning model makes full use of e-learning to allow the learner to proceed at a manageable pace for the first three stages, fitting learning into their own work schedule. This can be completed quickly (2-3 days) or more typically over a four to six week period, leading up to one of our regular, open assessment days. This approach has proved highly popular as it allows people to work at a pace that suits them and minimises disruption to their other work commitments.

### **Client specific courses**

We provide tailored in-house courses for clients where the intention is to train a group of people over a short time period. Typically, the Assessment in Business and Personality in Business courses can each be delivered in a three day face-to-face workshop format or staged as necessary to meet client requirement.

Psychometric training has been delivered to representatives from the following companies:

- Bank of America
- BBC
- Britvic
- Coors
- Erinaceous Group
- HSBC
- PricewaterhouseCoopers
- Verizon
- Vodafone
- Yahoo!

To find out more, please email [info@getfeedback.net](mailto:info@getfeedback.net) or call us on +44 (0)1491 845 532.