

People, Personalities and Performance: An Introduction to Psychometric Testing

Course Overview

This course has been shaped around the needs of Local Authorities, based on APSE's delivery of psychometric testing, over many years. Psychometric testing provides fair and objective, standardised tools to assess skills, aptitudes (knowledge) or personality. Equally useful to people professionals, managers and recruiters as well as individuals, who wish to better understand their own personality type.

This course is delivered in three stages:

Stage 1: Pre-course assessment of your needs and aspirations

Stage 2: A half-day tutor-led group session

Stage 3: Psychometric testing, analysis, feedback and 1-2-1 tutor session, if required.

NOTE: If you are a people person who is exploring psychometric testing as a tool to be used with your own workforce, you will have the opportunity to experience the assessments from a user perspective, deepening your understanding of their process and usage.

Learning Outcomes

During this training you will:

- Appreciate the principles of and uses of psychometric testing
- Discover the benefits of different tests and how they can be used by Local Authorities
- Generate a greater insight into the key measures used for performance tests
- Gain first insight into your personality traits and behaviours with a simulation exercise
- Understand the process for your on-line test and post-test guidance to help you put psychometric insights into practice

Course Programme

This course runs between 10:00-12:30

Time	
09.45-10:00	Registration and MS Teams technical check
10:00-11:00	Domestics and Background to the course Aims and objectives of the day Psychometrics – what does it mean? <ul style="list-style-type: none">• A brief history and current regulations• Types of testing• Why and when they are used• The relevance for a local authority
11.00 -11.15	Morning break
11:15 – 12:15	Behavioural testing <ul style="list-style-type: none">• Understanding the Big 5• Identifying your potential profile• The Quintax model• Taking your on-line test – procedure and requirements• The content of you profile report• Further advice and feedback
12.15 -12.30	Evaluations and end of session

Following this training, you are invited to:

1. Access an on-line test to measure your personality, behaviours and traits
2. Receive a personalised profile report
3. Participate in a confidential one-to-one discussion (optional)

For more information contact: training@apse.org.uk | 0161 772 1810