



The
British
Psychological
Society

The British Psychological Society's (BPS) Qualification in Occupational Testing **Ability & Personality**

The British Psychological Society's (BPS) Qualification in Occupational Testing allows those qualified to purchase and use psychometric tests from a number of major test publishers.

4 Day Course

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innovative
Human Resource Solutions

The British Psychological Society's (BPS) Qualification in Occupational Testing Ability & Personality

Our combined Test User: Occupational Ability and Personality programme (BPS Level A and P) qualifies you to use Saville Consulting aptitude tests and Saville Wave® personality questionnaires.

Duration:

This is a four day programme which includes approximately eight hours of pre-course and post-course work. The programme provides you with full psychometric training on how to administer, interpret and feedback ability tests and personality questionnaires. The Saville suite of tools can be used professionally and ethically within the workplace.

Designed for:

HR Professionals, including recruiters, talent developers and Line Managers who seek effective solutions to address assessment and development requirements within their organisations.

Objectives:

- Gain a critical appreciation of how psychometrics are used in recruitment, selection and development.
- Become qualified and BPS recognised in Occupational Testing (Ability & Personality) and be able to use ability test and selected personality test on the market.

About the British Psychological Society (BPS)

The British Psychological Society promotes excellence and ethical practice in the science, education and practical applications of psychology. The BPS set standards in psychological testing and raise the level of education, training and practice through recognised international course providers including Innovative HR Solutions.

Agenda:

Test User: Occupational Ability - BPS Level A (2 days)

- Work towards eligibility for BPS certification.
- Gain immediate access to over 90 individual Saville Consulting Aptitude Tests.
- Run professional supervised testing sessions.
- Interpret ability tests and provide quality feedback.
- Profile the job requirements and choose suitable assessments.
- Predict job success and performance.
- Integrate assessments with wider processes.
- Evaluate ability tests in terms of their reliability and validity.
- Demonstrate the business value of psychometric tests. Ensure fair and lawful selection processes.

Test User: Occupational Personality - BPS Level P (2 days)

- Work towards eligibility for BPS certification.
- Gain immediate access to the Saville Consulting Wave personality questionnaires – Professional Styles and Focus Styles – and the full range of reports available from these questionnaires.
- Apply the Saville Consulting Wave model integrating behaviours, motivation, talent, competency potential and culture fit.
- Interpret and give high-quality feedback on Saville Consulting Wave.
- Delve deeper with unique features – Motive-Talent 'splits', Normative-Ipsative 'splits' and Facet ranges.
- Apply practical skills to work through case studies in selection, development and organisational analysis.
- Evaluate personality questionnaires in terms of their reliability and validity.

NB: Annual registration and cost of BPS membership are not included in the course investment.