

Psychological assessment for recruitment and development

Duration:

One day

Objective

This workshop provides a comprehensive overview of the uses of psychological assessment in the workplace. It exposes some of the myths and preconceptions which confuse this subject and provides a framework to enable participants to distinguish between good and poor practice.

Contents

An overview of current practice

- Different tests and methods under the broad term of psychological assessment

Experience a range of tests

- Discover which types of test may be useful to you in your role and understand what you might learn from them;

Studying Personality Factors using different models

- 16PF

- Belbin

- LIFO

Making a difference using practical applications with examples of how psychological assessment has been applied to:

- Career and individual development

- Selection

- Team building

- Conflict resolution

- Cultural change

Good practice and the ethical use of tests in organisations

- Avoiding common pitfalls and potential abuses

- Knowing the questions to ask of a test publisher or practitioner

- Sources of information

Who should attend

For Human Resource and Personnel Management and those who wish to gain an insight into good practice in the use of psychological assessment.

Course benefits

Understand the uses of psychological assessment in the workplace

Avoid the pitfalls and potential abuses of tests

Be able to distinguish between good and poor practice

Ensure your organisation is able to use tests ethically

Additional information

Psychometric Testing improves the efficiency of the recruitment process by identifying the most suitable candidates early on in the recruitment process thereby reducing the time and money spent on unsuitable candidates. They are proven to work better than interview alone meaning less emphasis is placed on the skill of the interviewer.

Certificates

All delegates who successfully complete this course will receive a certificate of attendance.

Trainers background