



# **BPS Test User Training**

## **COURSE OUTLINE**

# BPS Test User Training

## Want to become a qualified BPS Test-User?

We have three choices for how you complete the training, but however you do it, you will be able to join the BPS Register of qualified test users.

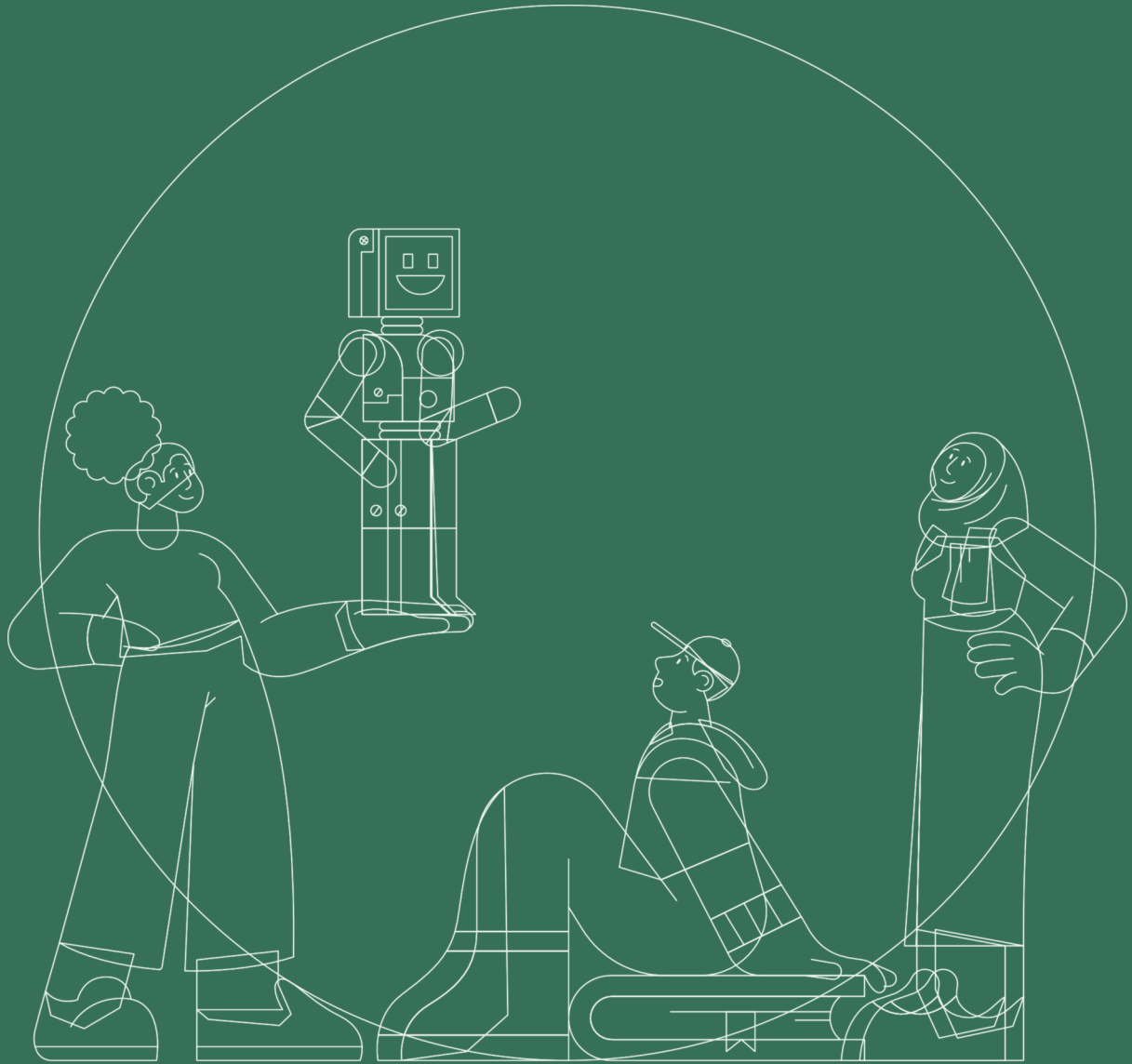
You will also learn how psychometrics work, how to administer, interpret and make use of the results, and how to design assessment processes by choosing the right tools based on clear evidence.

## How our course works

At first glance, the BPS qualification looks complicated; we've tried to keep things simple by grouping it into clear modules, which you work through to cover the BPS Test User qualification syllabus (TUA+TUP).

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# Course options

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# Option 1

## Distance learning

With the distance learning option, you are able to self-set deadlines to work to your own timeline. The Distance Learning Test User training: Ability (TUA) and Personality (TUP), allows you to complete the training remotely online with support via email, phone and video conferencing by our dedicated Business Psychologist team.

Delivery of this course works like this: We share sections of the course delegate notes and module workbook with you electronically, along with any supplementary documents required, and you can work through these at your own pace.

When the modules are completed, a Business Psychologist will review your portfolio and share any feedback with you, which could potentially cover some revisions on your part, to ensure that the BPS minimum competence requirements are met

### **Costs:**

**£1700 + VAT per person**

# Option 2

## Full live delivery – 5 days

The course will be delivered live, either face-to-face or over Teams/Zoom, over a full five-day period, delivered by a member of our Business Psychologist team. There is some pre and post course work to complete, but the vast majority of the course would be covered and completed over the five days.

This approach is adopted by both our public programmes and any custom courses we deliver to you and your team.

### Costs:

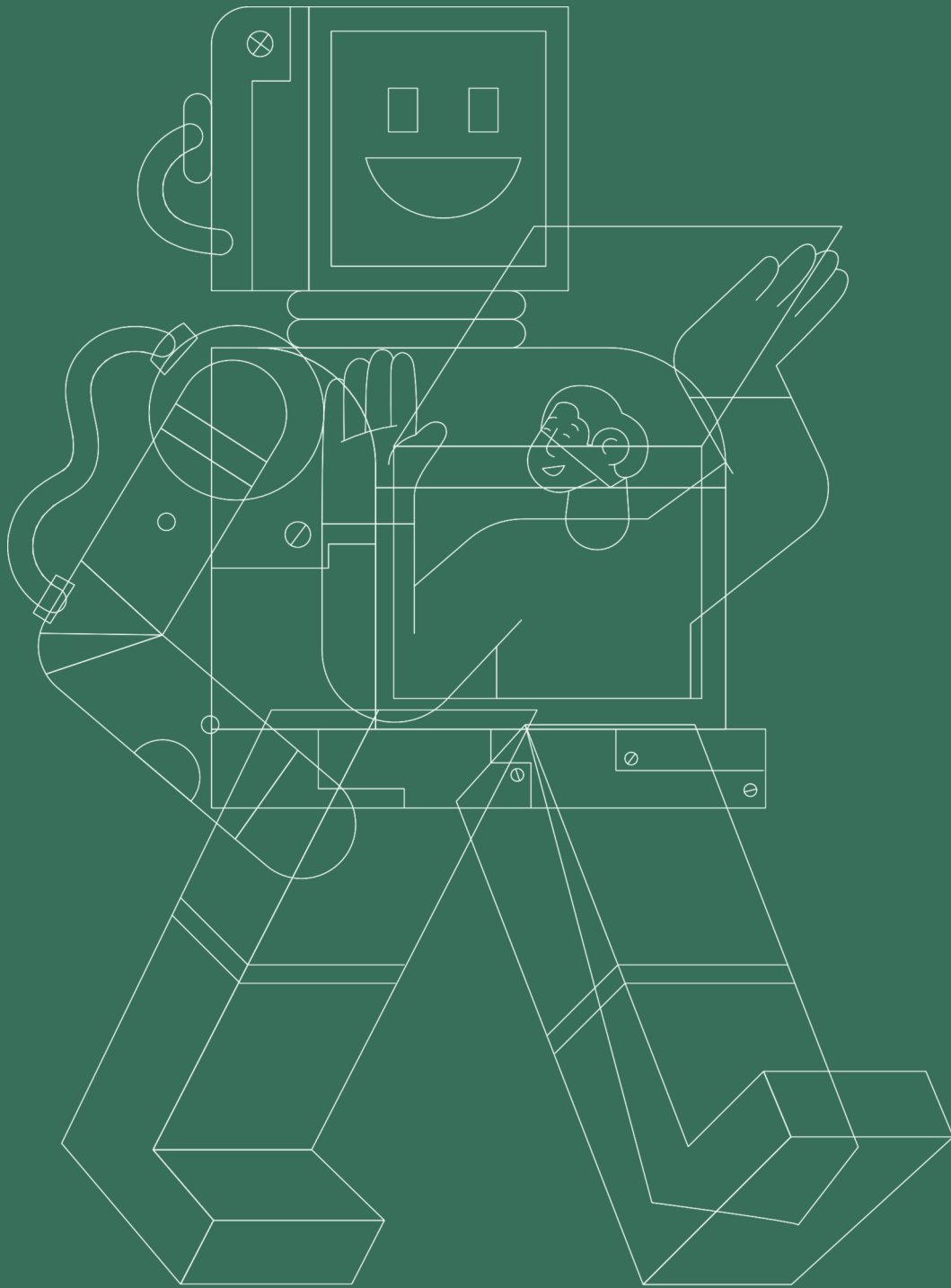
**(1 – 4 people): £1700 + VAT per person**

**(5 – 9 people): £6000 +VAT per group**

**(10+ people): Price on request. Please contact us.**

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# Course outline

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# Module 1

## Module 1 outline

- Course introductions
- Review of pre-course work
- How to choose between tests
- Reliability and validity
- Factors to consider when choosing tests
- Selecting norms
- Principles of test administration and personality questionnaire administration
- Case Study: Evidence-based assessment choices

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# Module 2

## Module 2 outline

- Test Administration session (B2C, Utopia and Clevry Personality Questionnaire)
- Understanding data from tests
- Calculating individual test scores
- Calculating group test scores
- The unreliability of test scores



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# Module 3

## Module 3 outline

- Scoring and norm referencing ability tests
- Scale scores and reliability
- Feedback of ability results to candidates
- Introduction to the Clevry Scales Library
- Exploring the Core Personality Questionnaire for development
- Interpreting results; using the right language
- Written reports for clients

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# Module 4

## Module 4 outline

- Distortion and sabotage
- Theories of personality
- Construction of questionnaires; the Big-Five and the Clevry Attribute Library
- Scoring Personality Questionnaires
- Exploring links between Clevry Personality Questionnaire scales
- Conducting an exploration discussion



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# Module 5

## Module 5 outline

- Conduct an exploration discussion for selection using the Clevry Core 21 Questionnaire Spurious validity
- Job analysis and designing a bespoke Personality Questionnaire
- Introduction to the Clevry assessment platform
- Best practice principles

## Post coursework:

- Complete Assessment Booklet
- Write a report for a candidate based on the Clevry personality profile and the exploration discussion
- Administer, score, feedback a Clevry Personality Questionnaire 'for real'
- Write a report for the respondent, based on the Questionnaire profile and the exploration discussion



# Reserve your place now

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