

Test User Training:

Course information



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TEST USER TRAINING: 4 DAYS (+1) COURSE

Day 1 (an introduction to psychometrics):

- Introduction to course
- Understanding intelligence
- Theories of intelligence
- Understanding personality
- Different elements of the individual
- Theories of personality
- Measuring personality
- Methods of personality assessment
- Introducing psychometrics
- Properties of psychometrics
- Different types of psychometrics
- Group differences & reasonable accommodations

(Lunch)

- Job analysis
- Case Study – Part 1 (Job analysis and building assessment process using RAPID)
- Correlations (Start of factors to consider when choosing tests)
- Test reliability
- Test validity

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Day 2 (administering and scoring tests):

- Test administration modes
- Security and testing
- Supervised test administration (how-to)
- Inviting candidates
- Test administration: Supervised mode best-practice activity
- Understanding data from tests
- Case study – Part 2 (Choosing ability tests)

(Lunch)

- Understanding data from tests
- Norm groups
- Case Study – Part 3 (Selecting norm groups)
- Scoring systems
- Alternative scoring methods
- Sampling error

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Day 3 (interpretation and feedback):

- When psychometrics go wrong (true score theory)
- How to allow for error
- Feeding back ability test results
- Case Study – Part 4 (scoring, interpretation, & feedback)
- The rationale of personality questionnaires
- Alternative scoring systems (ipsative scoring)
- Factor analysis & the Big Five

(Lunch)

- Introduction to the CPQ and its construction
- Interpreting scales
- Distortion and sabotage
- Creating a bespoke PQ Case study – Part 5 (Creating a bespoke PQ)
- The exploration discussion
- Set-up morning of Day Four

**Delegates to review their own personality results over night*

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Day 4 (psychometrics in real life):

Morning to be spent finishing elements of assessment booklet and preparing for Feedback Discussion 1 and watching example videos + practise feeding back scales to each other

(Lunch)

- Spurious validity, Barnum statements, pseudo-science
- Alternative approach: Item Response Theory
- Cost-benefit analysis
- Testing and the law
- Commitment to best practice
- Post-course: next steps

+1:

The course may run for an additional day depending on your requirements. If needed, the extra day would include; observed exploration discussions and a Q&A/Wash-Up styled session to help students with their assessment portfolio.

BOOK NOW

CONTACT US

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