

ABOUT PSYCHOMETRIC INSTRUMENTS or TESTS

- Psychometric Tests are scientific methods of assessing personality traits, attitudes, qualities, abilities, aptitude, interpersonal styles etc. of individuals in an organization, across different cultures.
- Psychometric instruments are essentially diagnostic in nature.
- They are useful in assessing Personal, intellectual, managerial, social and emotional competencies of individuals.

A wide variety of psychometric instruments are available for all sectors of the industry, and for Senior and Top Level managers, Middle Management, Young Managers, School Principals, NGOs, Teachers, and Sales Executives etc.

These tests can be best used for self-discovery and self-development. They also provide valuable insights to the coaching process.

WHO SHOULD ATTEND THE WORKSHOP?

- HRD Professionals
- Line managers who are involved in talent management initiatives, counseling etc.
- Managers and Trainers intending to use psychometric tools for classroom learning, on-line coaching and research

INVESTMENTS

- Rs. 50,000 per participant (Non-residential) + GST 18% or as applicable
- The fees can be paid either through a NEFT transfer, Demand Draft or cheque drawn in favor of T.V. Rao Learning Systems Pvt. Ltd. payable at Bangalore

PSYCHOMETRIC TESTING

A TOOL KIT FOR HUMAN RESOURCE DEVELOPMENT PROFESSIONALS

23-25 SEPTEMBER 2020

Psychometric tests can be used very effectively as the starting point for individual, interpersonal and team development. They enable individuals in organizations to identify strengths and areas of improvement and provide direction for further development. Some organizations are using these for assessing individuals, while others have applied these for driving change and purely for developmental purposes.

TO JOIN THIS PROGRAM, PLEASE REACH OUT TO:

T. V. Rao Learning Systems Pvt. Ltd.
No. 1739, 9th Cross Road,
J.P. Nagar-2nd Phase, Bangalore 560078
Phone: 080-26494919
E-mail: programs@tvrao.com
www.tvrls.com

WORKSHOP STRUCTURE

The workshop will have sessions covering the following

1. **Individual Feedback Tools:** Personal Effectiveness (TVRLS), Role Efficacy (Udai Pareek), Locus of Control (TVRLS), Work Values (TVRLS), etc.
2. **Interpersonal Competence Tools:** Interpersonal Trust (TVRLS), Leadership Styles (TVRLS), SPIRO B (Udai Pareek)
3. **Team and Organizational Surveys:** Employee Engagement, Happiness, Organizational Climate (Udai Pareek and Rao)
4. **Theory of Testing:** Psychometric theory, theory of test construction, validity, reliability etc.

WORKSHOP DELIVERABLES

On completion of the workshop, participants will have:

- “Hands on” training in the administration and interpretation of a wide range of psychometric tests from the book titled ‘Training Instruments in HRD and OD’ by Udai Pareek.
- License to use the set of 5, in-house tests of TVRLS: Work Values, Personal Effectiveness, LOC, My Beliefs Questionnaire (MBQ) and Motivational profiles.
- Practical tips on facilitating sessions for other participants on 5 TVRLS psychometric tools designed by TVRLS for enhancing personal and interpersonal effectiveness

All this resulting in enhanced development of individuals, dyads and teams through appropriate selection and administration of various psychological tests