

## 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

## CERTIFICATION

Certificate of professional competence will be awarded upon fulfillment of the following criteria:

- Attending all the 8 Virtual Classrooms (All classes will be conducted over a Zoom Platform)
- Submission of Assignments
- Submission of a Final Project

## INVESTMENTS

- Rs. 55,000 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
- The course fee for International participants is US\$ 1000

# PSYCHOMETRIC TESTING

## A TOOL KIT FOR HUMAN RESOURCE DEVELOPMENT PROFESSIONALS

### VIRTUAL CLASSROOM DATES

September 2, 3, 9, 10, 16, 17, 23, 24

### Timings for the Virtual Classrooms

Saturdays: 09.00 am to 01.00 pm (4 hours)

Sundays: 09.00 am to 12.00 pm (3 hours)

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:

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## WORKSHOP COVERAGE

The workshop will have sessions aimed at helping you

1. Know more about 'Psychometric test' construction
2. Differentiate between different types of tests-ability, aptitude, attitude, personality and soft-skill based tests.
3. Gain insights on different types of tests based on the rating scale used-forced/choice, five point, rank order, scales for projective and semi projective tests, etc.
4. Appreciate the meaning of reliability and validity of tests and ways to establish the same.
5. Master 5 TVRLS instruments (after taking them) and develop the ability to facilitate sessions on these instruments for others. Participants will have the necessary License to use these tests.
6. Study any 5 tests chosen by the participants from Handbooks of instruments (e.g. Training Instruments in HRD and OD by Pareek and Purohit or Pfeiffer)
7. Examine and analyze any one of the standard global tests taken (16PF,MBTI, FIROB etc.), their characteristics, relevance for various purposes and adaptation process
8. Develop a sample test and plan the process of validating the same-individually or as a team of 2-3 participants.

## WORKSHOP DELIVERABLES

On completion of the workshop, participants will have:

- 'Hands on' training in the construction, administration and interpretation of a wide range of psychometric tests
- 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