



**TVRLS**

Talent Management & Organization  
Development

# Psychometric Testing A Tool Kit For Human Resource Development Professionals



## A Certificate Program by TVRLS

Weekend Virtual Program.

Batch 14 commences on September 5, 2026

# Introduction to Psychometric Instruments or Tests

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- Psychometric Tests are scientific methods of assessing personality traits, attitudes, qualities, abilities, aptitude, interpersonal styles, etc. of individuals in an organisation, 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 into the coaching process.

# About The Program

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.

## Certification

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

1

Attending all 8 Virtual Classrooms (All classes will be conducted over the Zoom platform)

2

Submission of Assignments given during the virtual sessions

3

Submission of the Final Project

## INVESTMENTS

- INR 55,000 per participant + 18% GST
- The course fee for International participants is US \$ 1000

Virtual Classroom (Zoom)

September 5, 6, 12, 13,19,20,26 and 27  
Saturday: 09.00 am to 01.00 pm (4 hours)  
Sunday: 09.00 am to 12.00 PM (3 hours)

# 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

Practical tips on facilitating sessions on the 6 TVRLS psychometric tools for enhancing personal and interpersonal effectiveness

License to use the set of 6, In-house tests of TVRLS:

1. Work Values Scale
2. Personal Effectiveness Scale
3. Locus of Control
4. My Beliefs Questionnaire (MBQ)
5. Motivational profile
6. Leadership Style Inventory

## This Program Has Been Specially Designed For

- 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.

# Program Structure

4 modules covered across eight Virtual Classrooms of 3-4 hours duration each.

MODULE 1	MODULE 2	MODULE 3	MODULE 4
<b>Test design and frameworks</b>	<b>Test construction and frameworks</b>	<b>Discussion on test frameworks</b>	<b>Using psychometric tests</b>
<ul style="list-style-type: none"><li>▪ Introduction to the theory of testing and psychometric instruments</li><li>▪ Introduction to Personality and design of tests</li><li>▪ Introduction to instrument frameworks</li><li>▪ Individual level tests (PE Scale, LOC, etc.)</li></ul>	<ul style="list-style-type: none"><li>▪ Theory of Test Construction-Item Generation for select variables</li><li>▪ Theory on Interpersonal Tests (FIRO-B, MBQ, LSI, etc.)</li><li>▪ Role-related tests (Role Efficacy)</li></ul>	<ul style="list-style-type: none"><li>▪ Projective tests</li><li>▪ Semi-projective tests</li><li>▪ Team-related tests</li><li>▪ Organisation-related tests (Climate surveys)</li></ul>	<ul style="list-style-type: none"><li>▪ Selection of appropriate psychometric tests</li><li>▪ Using psychometric tests</li><li>▪ Other Resources</li></ul>

# The TVRLS Advantage

1

Pioneer in the Country in 360 Degree Feedback & ADCs

2

Value-based solutions, which are business-driven and derived from organisational experiences.

3

Research-driven approach. Only Consulting Firm with its own publications, manuals and books focused on knowledge and learning. (HRD Audit, PMS and 360 Degree, etc.)

4

Passionate team of consultants from reputable institutes, IIMA, XLRI, NMIMS, with diverse backgrounds: Engineering, Marketing, Psychology and HR

5

Extensive experience of having worked with a variety of organizations including leading business houses in the country

6

Trademarked methodologies & Instruments (Psychometric Instruments, RSDQ Model of Leadership, HRD Audit 2500™ Scorecard, RSBCM method for Competency Mapping)

# Other Programs by TVRLS

## Certificate Programs

1. Competency Mapping and its effective deployment
2. Designing & Implementing Assessment Development Centres
3. Strategic Performance Management Systems
4. HRD Audit 2500™ Points
5. Designing and Developing Effective Training Programs

## Workshops

1. Competency-Based Interviewing with focus on BEI
2. Creating Individual Development Plans
3. Culture Building
4. Self-Discovery
5. Introduction to Coaching
6. Effective Mentoring
7. Design Thinking
8. Workplace Psychology
9. Working with Gen Z

Celebrating **30** Years of Consulting in the areas of 360 Degree Feedback System, Assessment Development Centres, Performance Management System, Competency Mapping, HRD Audit & Scorecard and other customised management development programs

## Contact Us At

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