Test User Ability & Personality Training

Step 1: 6 hours of self-paced learning for Level 1 Assistant Test User ATU Accreditation.

Step 2: 3 days virtual training, including a mix of tutor-led content and individual learning, to cover Level 2 TUA and TUP Accreditation.

Step 3: Immediate accreditation upon completion of the program. No portfolio required; all assessment completed during the 3-day program.

KinchLyons
where psychology means business

The BPS/EFPA Certificates of Competence in Occupational Testing, 'Test User Ability' and 'Test User Personality' are the **gold standard in psychometric training**.

Psychometrics allow us to understand individual differences that influence **performance, motivation, engagement, and wellbeing**. Psychometric test training is a powerful tool that enables HR and L&D professionals to elevate their training and coaching practices to best support individual and team performance and development.

KinchLyons partners exclusively with Podium to offer **world-class accredited training**. Our training offers access to the Podium suite of tools, a best-in class range meeting rigorous scientific standards and developed by Dr. Nigel Guenole at Goldmsith's University of London.

Course Structure

Designed around six main modules, the programme will help you build knowledge, skill and confidence for effective test use.

Module 1 Theories of Individual Difference	Ability Theory Personality Theory
Module 2 Constructing Tests	1. Constructing Reliable Tests 2. Ensuring Validity, Exploring Utility 3. Norms & Norm Use 4. Advanced Test Construction: Item Response Theory
Module 3 How to Choose and When to Use: Evaluating Tests	Test Choice and Evaluation
Module 4 Practical Issues for Test Use: Fairness and Distortion Challenges	1. Fair & Inclusive Test Practice 2. Practical Issues for Personality Assessment
Module 5 Understanding Results	Understanding Test Results: Interpretation through population statistics
Module 6 Communicating Results to Stakeholders	1. Ability Feedback Principles and Practice 2. Personality Feedback Principles and Practice 3. Effective Reporting Principles and Practice

Quickfacts

✅ **Duration:**
Approx. 6 hours of independent study in advance of a three-day program.

✅ **Who is the Course For?**
Anyone who wishes to use tests as part of their work e.g., HR, L&D Professionals, Coaches and those looking for recognised qualifications in psychometric test use.

✅ **How to Access:**
Contact us at KinchLyons on the details below!

✅ **How to Access:**
E-learning

podium

KinchLyons
where psychology means business
www.kinchlyons.com

IRE: The Glasshouses, 92 George's St. Lwr., Dún Laoghaire, A96VR66, IRE
UK: 4 Northfield Rise, Brighton, BN2 7DR, UK
UK: +44 203 868 6670   IRE: +353 (0)1 2788727   E: info@kinchlyons.com