



## PODIUM ACCESS COURSE Assistant Test Training

The PAC takes you on a learning journey to the science of psychology behind workplace testing.

We'll help you understand how to choose which test to use, options for delivering that test, and how to understand and use the results effectively. We'll establish an ethical framework to ensure your test practice is fair and inclusive.

Available via e-learning or taught options for maximum flexibility and accessibility.

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 Goldsmiths University of London.



## Course Structure

12 or 13 Modules (13<sup>th</sup> Module is required only if you wish to complete BPS / EFPA Certification)

**Module 1** Introduction to podium e-learning

**Module 2** Introduction to psychometrics

**Module 3** Podium assessments

**Module 4** Choosing tests

**Module 5** Test administration

**Module 6** Understanding test results

**Module 7** Ability tests and reports

**Module 8** Personality tests and reports

**Module 9** Appropriate use of computer reports

**Module 10** Communicating feedback - ability results

**Module 11** Communicating feedback - personality results

**Module 12** Professional and ethical responsibilities

**Module 13\*** Test Scoring and Additional Standardised Scores

## Quickfacts

- ✓ **Duration**  
Each Module is designed to take approx. 30 mins.
- ✓ **Who is the Course For:**  
Anyone who wishes to use tests as part of their work e.g. HR Professionals, Coaches or those looking to refresh their knowledge.
- ✓ **How to Access:**  
Speak to your Podium Partner or email us direct as below.
- ✓ **Options:**  
E-Learning