



Accredited Training in Psychometrics

Test User Ability & Test
User Personality

www.kinchlyons.com





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Accredited Training for HR Professionals

The Future of Assessment

Accredited by the British Psychological Society and the European Federation of Psychologists Association.

Psychometric Assessments are objective tools for measuring and quantifying psychological attributes in people, usually for the purposes of hiring the best candidates or helping employees to reach their potential.

Psychometric accreditation enables HR, L&D, coaches, psychologists, and career guidance professionals to **help support personal and professional development** and enables hiring teams to help make **fair and objective selection decisions**.

HR professionals that are accredited to use psychometrics can significantly enhance their effectiveness and **add value to their organisation**. Psychometrics are **used in over 60% of businesses** in mature markets with a predicted year-on-year increase of 10-15% (*Society for HRM*).



Our training is centred on the Podium365 suite of psychometrics, developed by Dr. Nigel Guenole, Director at Goldsmiths University of London.

Upon accreditation, participants will have access to this suite as well as our full range of psychometric assessments from test publishers including Multi-Health Systems, Psychological Consultancy Ltd. and Discovery Learning International.

We offer best-in-class combination of psychology and technology: scientifically robust, valid and reliable.



We Offer

- ✓ The most competitively priced training on the market.
- ✓ Certification can take place in your own time at any time, 365 days a year.
- ✓ Delivered via our engaging Podium365 e-learning platform.
- ✓ Gold Standard of certification, approved by British Psychological Society and European Federation of Psychologists Associations.
- ✓ Access to an entire suite of assessments, from personality to ability to motivation.
- ✓ Immediate accreditation upon completion of courses.



What can psychometrics measure?

- ✓ **What a person can do?**
Intelligence of cognitive capabilities
- ✓ **How they do it?**
Personality or Behavioural Styles
- ✓ **Why they do it?**
Motivational Drivers or Values

Psychometric Assessments are incredibly powerful tools and therefore users must be trained to ensure they are delivered **ethically, legally, effectively** and that candidates / employees are left with a **positive experience**.

Our Programme

STEP 1

Assistant Test User (ATU) Accreditation

This accreditation delivers foundational training at the level of Assistant Test User outlined by the BPS and EFPA.

This course introduces you to the science of the psychology that sits behind testing and will allow you to gain an understanding of the different psychological attributes which we can measure through psychometrics.

STEP 2

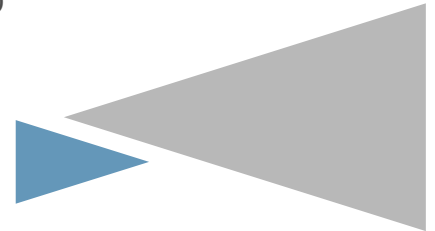
Test User: Ability (TUA) and Test User: Personality (TUP) Accreditation.

Once Step 1 has been completed, you will be eligible to complete your Level 2 Professional Test User course, which contains two components – TUA (Test User Ability) and TUP (Test User Personality). Previously, these components were delivered separately and were known as the BPS Level A and Level B certifications in psychometric testing (respectively)

These are the gold standard in psychometric training.

QUICK FACTS

- ✓ **Format:**
Self-paced eLearning
- ✓ **Time:**
Approx. 6 hours
- ✓ **Benefits:**
 - Instant accreditation
 - No post-work or portfolio required
- ✓ **Cost:**
€220



QUICK FACTS

- ✓ **Format:**
Self-paced eLearning
- ✓ **Time:**
Approx. 3 days
- ✓ **Benefits:**
 - Instant accreditation
 - No post-work or portfolio required
- ✓ **Cost:**
€750



Our Bundle Discount

€830 for both Step 1 & 2



About Us: KinchLyons

- ✔ We are a leading global trainer and distributor of innovative psychometrics that stretch individuals, teams and organisations.
- ✔ Dynamic Chartered Psychologists that use cutting edge thinking and fresh insights to support and inspire other HR and L&D professionals, psychologists, coaches, trainers and facilitators.



As chartered business psychologists, we offer excellent certifications and unrivalled post-accreditation support.

We provide experienced and engaging trainers and we take great pride in partnering with you, helping you remain confident and creative as you use your talent assessment and development tools.

Our mission is to transform the way people experience work for the better.

All our team are chartered psychologists and master trainers in psychometrics, with experience in using psychometrics for selection and development across a wide range of roles and industries.

Positive Psychology, the scientific study of the strengths that enable individuals to thrive, is at the heart of our approach as we strive to help our clients reach their full potential.



Training designed by Podium365

With rapid technological, social, and economic change, our processes for attracting, selecting, onboarding, and developing talent have to evolve. Now more than ever, you told us you want assessments to:

- Be short and succinct, as well as robust.
- Cost-effective as well as reflect advances in neuroscience and machine learning.
- Be fun without disadvantaging minority groups.
- Be easy to administer as well as secure.
- Support the entire employee life cycle.
- Reflect your brand – not ours.
- Provide a seamless candidate experience and be easy to navigate.
- Support meaningful conversations about your candidate and employee potential.

SETTING US APART

- **Peace of mind security**
The Podium assessment system uses secure, industry-leading cloud infrastructure and is compliant with stringent EU and ISO/IEC 27001 data security standards. Your test data is backed up, protected, and accessible only to you.
- **Your brand. Your story.**
With Podium the onboarding experience starts from the minute someone opens a test link and is absorbed in your vision, your brand, and your story.
- **Interactive and engaging**
Options exist for all content to be interactive, leveraging drag-and-drop options, sliders, pictures, rapid-fire questions, and animation; thereby keeping the test-taker optimally engaged throughout the assessment experience.
- **Diversity and inclusion**
Podium operates an on-going programme of system and test enhancements to ensure that all colours, fonts, imagery, and words are sensitive to diversity and inclusiveness.



Diversity and Accessibility

We take issues of diversity and accessibility seriously. So much so, we have a continuous program of development to support the on-going evolution of our test platform and the specific assessments we build. Across every aspect of design, we have taken steps to capture the diversity of a candidate's experiences, talents, and preferences irrespective of gender, ethnicity, age, sexual orientation, or disability.



Vision Impairment	<ul style="list-style-type: none"> • All buttons, scroll, and progress bars are optimised for readability. • Keyboard navigation and screen reader options are available such as Jaws and NVDA. • Automatic modification of text to accommodate a high-resolution monitor. • In-built high contrast colour combinations.
Colour Blindness	<ul style="list-style-type: none"> • Options have been optimised for viewing by individuals who are colour blind including red/green and blue/green combinations.
Hearing Impaired	<ul style="list-style-type: none"> • Subtitles and transcripts can be activated in parallel with any videos or animation options. • Voice-over options are matched to video and animation for an authentic viewing experience.
Dyslexia and Other Learning Disabilities	<ul style="list-style-type: none"> • Untimed cognitive test options to support candidates who require additional reading time. • Keyboard shortcuts can be enabled to assist users with mobility issues.
Gender Non-Binary	<ul style="list-style-type: none"> • All reports include 'they', 'them', and 'their' pronouns in addition to he/she designations.
Ethnicity	<ul style="list-style-type: none"> • Candidate biodata is captured against census ethnicity classifications. • Options are available to analyse every video, animation, and image to ensure a proportional representation of ethnicities by gender and age.



KinchLyons

where psychology means business

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