

ACCREDITATION COURSE

BPS TEST USER: OCCUPATIONAL ABILITY (TUOA) AND PERSONALITY (TUOP)

Psychometric assessments play a critical role in fair, objective, and evidence-based talent decision-making. When used responsibly, ability and personality measures provide powerful insight into potential, performance, and behavioural fit at work.

The BPS Test User: Occupational Ability (TUOA) and Personality (TUOP) course equips practitioners with the knowledge and competence required to administer, interpret, and feedback psychometric assessments in line with professional and ethical standards.

This programme enables participants to confidently use a wide range of ability and personality assessments within recruitment, development, leadership and coaching contexts.



The course director was engaging and excellent at explaining things, using fantastic examples that brought the materials to life.

- Talent Manager, Professional Services Organisation



Course Overview

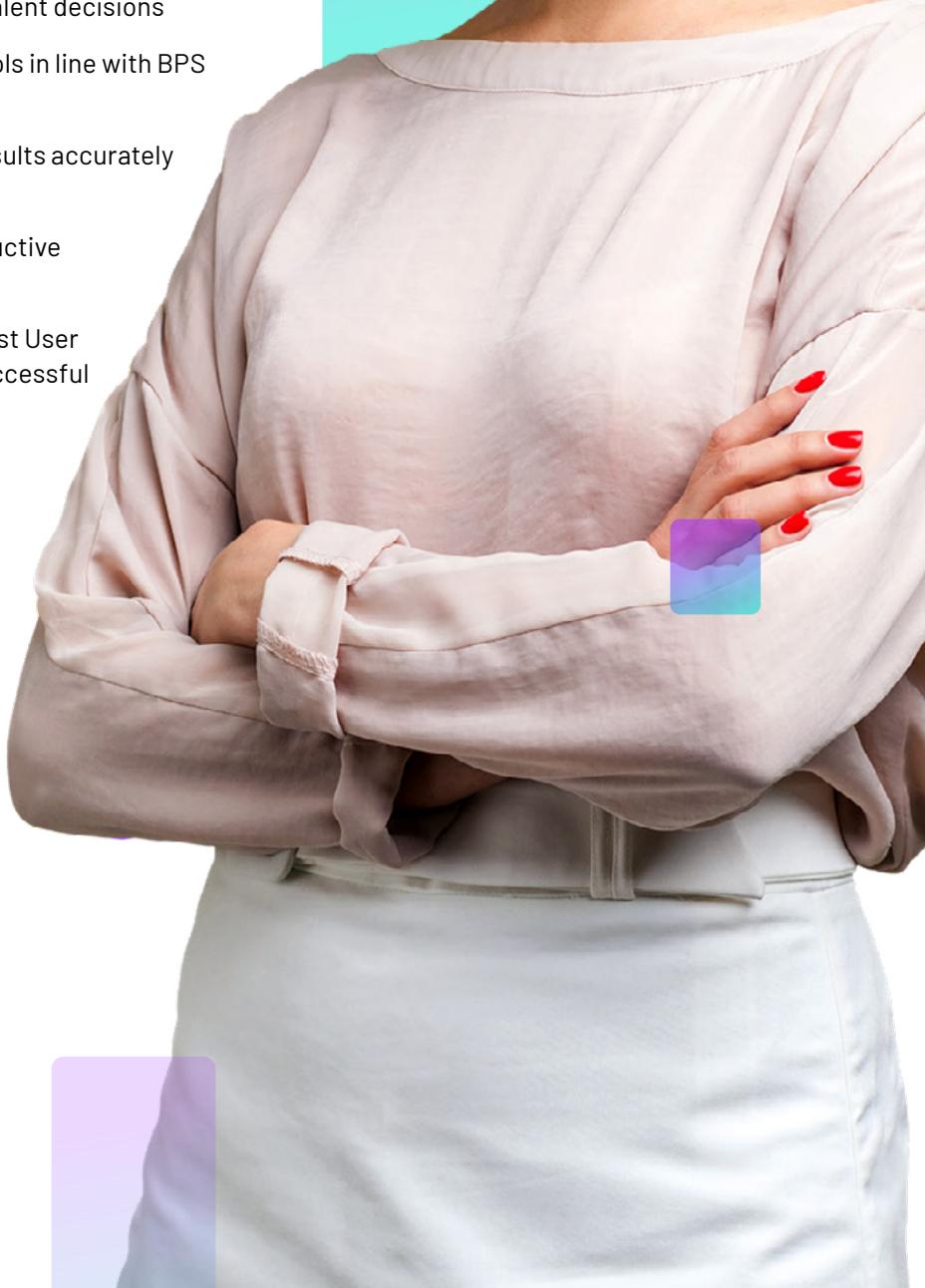
This comprehensive certification course provides a structured introduction to occupational ability and personality testing, aligned with British Psychological Society (BPS) Test User standards. The course is a blend of pre-work that includes self-paced e-learning modules, 3-days of classroom training and is followed by optional self-paced post-course work. The entire programme covers both TUOA and TUOP qualifications, enabling delegates to gain dual certification with the BPS.

The course explores the core principles underpinning psychometric assessment, including validity, reliability, fairness, and ethical use. Participants develop practical skills in administering assessments, interpreting reports, and translating results into meaningful, work-relevant insights.

Delegates gain hands-on experience with Saville Assessment's ability and personality measures, preparing them to apply these and other tools confidently and appropriately immediately following certification.

Learning Outcomes

- Understand the principles of occupational ability and personality assessment and their role in evidence-based talent decisions
- Be able to administer ability and personality tools in line with BPS Test User standards
- Develop the skills to interpret psychometric results accurately and responsibly
- Learn how to provide clear, ethical, and constructive feedback to candidates and stakeholders
- Gain eligibility to register and become a BPS Test User (Ability and Personality) member, subject to successful post-coursework completion.
- Access to appear on the BPS global Register of Qualifications in Test Use (RQ TU).



Who Will Benefit?

This course is suitable for professionals involved in assessment and people decision-making, including:

- HR and talent professionals
- Learning and development practitioners
- Occupational psychologists
- Coaches and career practitioners
- Leadership specialists
- Line managers involved in assessment

Course Structure

The programme is delivered in three stages:

- **Stage 1:** Mandatory e-learning and pre-course work (self-paced)
- **Stage 2:** Live course delivery (3 days, virtual or in-person)
- **Stage 3:** Optional post-course work to gain BPS Test User status and to appear on the global RQ TU (must be completed within 12 months of course delivery).

About Our Partnership With Saville Assessment

As Saville Assessment's trusted partner in the Middle East, Talogy helps organisations around the Middle East and Africa utilise Saville's suite of solutions and ensures that Test User training is delivered to the highest professional standard, with regional expertise and experienced BPS-qualified facilitators.

To find out more about the Test User: Occupational Ability and Personality course, please email coursesme@talogy.com



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