



BPS Test User Occupational:
**ABILITY (TUOA) AND
PERSONALITY (TUOP)**



Continue your personal and professional development by gaining a BPS Test User Qualification: **Ability (TUOA)** and **Personality (TUOP)**

Upon successful completion of the course delegates will be able to become registered as an international **Occupational Test User (Ability and Personality)**, with the ability to administer, analyse and feedback a variety of psychometric tools including the Saville Assessment range of products.

Attending this **3-day course**, you will be ready to start using the Saville Assessment Ability and Personality suite straight away for recruitment, talent development and/or coaching.

BPS Terminology, Good to Know

// **TEST USER:**
OCCUPATIONAL ABILITY //

This is **TUOA**
Formally level A

// **TEST USER:**
OCCUPATIONAL PERSONALITY //

This is **TUOP**
Formally level B

We run the two certifications TUOA and TUOP consecutively, resulting in a **3-day course**.

- **Stage 1:** Mandatory Online Learning and Pre Course Work (**8 - 12 hours self-led pace**)
- **Stage 2:** Course Training (**3 days - delivered virtually or in-person**)
- **Stage 3:** Optional BPS Course Work and submission to the BPS

Participant's are required to pass a multiple-choice exam after each of the modules and to participate actively in exercises designed to ensure ethical and professional use of the instrument.

Objectives

This course is perfect for HR Professionals, Line Managers, and Career Coaches who seek effective solutions to address recruitment and development within their organisations.

- Gain a critical knowledge and appreciation of how psychometrics are used in recruitment, selection, succession planning and development.
- Become internationally qualified and BPS recognised in Occupational Testing (Ability & Personality).
- Use report profiles to drive improved interviewing and better recognize high-caliber candidates.
- Accurately identify potential in individuals.
- Delve deeper into individuals' personalities and provide high-quality candidate feedback to enable learning and development.

Psychometrics Embedded Within The Course

- Throughout the workshop, we use the Saville Assessment range of tools.
- Saville has the broadest range of tools designed for different levels of the organisation, and different purposes; recruitment and selection to development and ongoing performance, and are easily mapped to any competency framework by Level, with appropriate norm groups and language capability.
- The personality tools enjoy the highest Predictive Validity of up to .57(BPS).

Personality Psychometrics

All Saville personality tools are underpinned by the four-part Wave model; Solving Problems, Influencing People, Adapting Approaches and Delivering Results.

- With a Predictive Validity of up to .57 the Saville Assessment personality range is the most powerful personality tool on the market today for predicting behavior.
- There are 36 competencies in the Saville framework further defined by 108 indicators providing certified users with ease of mapping to any competency framework. Assessments are available to take in English or Arabic, and are inclusive of international as well as GCC Norm Groups.
- Furthermore, the Saville model allows certified users to map Behaviours, Cultural Fit, Talent, Risks & Motives. Certified users are also able to explain how the Candidate has rated themselves, their Consistency of Rankings, and their Ratings Acquiescence (how harsh or overly positive their ratings were of themselves).

Ability Psychometrics

Cognitive Aptitude Tests gives us insight into a persons 'Learning Agility'; their ability to process information and solve problems; in short, their potential.

- Cognitive aptitude refers to a person's ability to process information, learn quickly, and apply new information to solve problems.
- Research suggests that cognitive aptitude is the single best predictor of job performance.
- The Saville aptitude tests are presented in two distinct levels of complexity; Comprehension and Analysis Aptitude.
- Again the tools are available in Arabic, with GCC Norm Groups .
- They are presented as work-based scenarios which increases face-validity with participants, and include; Verbal, Numerical, Abstract Reasoning, Error Checking, Mechanical, Spatial and Diagrammatic Reasoning.



Why Saville

- Received 27 out of a possible 30 stars from the BPS (British Psychological Society) independent review
- Being the only tool to identify alignment between work motives and talents
- Using the best scoring format to forecast workplace performance
- Responding to the user on the spot with smart, interactive artificial intelligence (AI)
- Possessing the highest validity
- Having the most up-to-date norms for better benchmarking
- Generating interactive and dynamic group reporting

What's Included:

Included in the course price are hard copy course books, online access to delegates folders, as well as invaluable interactive practice sessions, feedback and after course support from the regions most experienced BPS certified Occupational Psychologists. After completing the course, you are eligible to apply to the BPS for Ability and Personality and get on the internationally recognised Register of Qualified Test Users (RQTU). To do this you will need to complete some post-course work for your course director to submit on your behalf.

Hire Talent

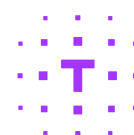
Improve quality of hire by fairly and objectively hiring the right people into the right roles.

Build Talent

Develop an agile and dynamic workforce equipped to deliver success.

Lead Talent

Recognize leadership potential, go beyond competencies and link leadership style to organizational outcomes.



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