

UNLOCKING THE POTENTIAL OF PSYCHOMETRICS FOR YOUR TALENT MANAGEMENT STRATEGY

INTRODUCTION

This workshop is designed to provide individuals from a non-psychology background with an understanding of the key concepts in PSYCHOMETRICS, specifically in two domains that are highly relevant to the modern workplace: **COGNITION AND PERSONALITY**.



This is suitable for you if you are interested in:

Exploring historical developments in cognition and personality research, and how they have led to our present-day understanding of individual differences;

01

Learning what makes a high- quality psychometric test, and how to determine if a psychometric test is of high-quality;

02

Delving into key issues related to cognition and personality, which continues to be widely studied by psychologists.

03

Optimal has specially designed a one-day workshop to help you develop an appreciation of principles related to psychometrics, as well as theories on cognition and personality.

KEY POINTS:

PSYCHOMETRICS 01

1. What is Psychometrics?
2. Three Key Concepts of Psychometrics

COGNITION 02

1. What is Intelligence?
2. Early Research on Intelligence
3. Types of Intelligence and Cognitive Processes
4. Intelligence and the Brain
5. What Influences Intelligence?
6. Examples of Cognitive Tests in Practice

IN-HOUSE SESSION AVAILABLE
ENQUIRE NOW!

PERSONALITY 03

1. What is Personality?
2. Personality Theories Over the Years
3. Understanding the Five-Factor Model
4. Personality and Behaviour
5. What Shapes Personality?
6. Examples of Personality Tests in Practice

PUTTING IT ALL TOGETHER 04

1. Best Practices in Evaluating Psychometric Assessments
2. Case Study

1 DAY

COURSE DURATION

ABOUT OPTIMAL CONSULTING GROUP

OPTIMAL is the trusted partner in leader-talent identification and succession planning. In addition, we are the distributor-partner for leading global psychometric assessments in Asia, including Hogan Assessment Systems and Self Management Group.

To date, Optimal has certified more than 3,000 users around Asia. We empower our clients with the required knowledge and expertise to leverage on the insights promised from our array of scientifically-validated assessment tools.

Are you interested to know more about the workshop above? Contact our local office for more information.

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