

Introduction to the Profiling for Success Psychometric Assessments for Career and Personal Development

Overview: The purpose of this workshop is to introduce Careers Services to the Profiling for Success psychometric assessments from Team Focus, and enable staff to develop confidence in using the assessments and think creatively about how they might apply psychometrics in their work. The day will introduce delegates to the Verbal, Numerical and Abstract Reasoning Skills Tests, and the concept of Psychological Type which underlies the Learning Styles Indicator and Type Dynamics Indicator. Issues around using an internet-based self-managed assessment system will be explored, so ensuring the Careers Service can work towards developing a plan for implementing the Team Focus assessment system ethically and in accordance with best practice.

The day will include a range of learning activities, including taught sessions, practical exercises and group discussions. Practical activities will be used to demonstrate concepts around psychometric assessment and illustrate the models that underpin the assessments. The practical activities will give delegates ideas and exercises they can use with as part of students' personal development.

Time	Session
9.30 – 10.00	Introduction to Team Focus and the Profiling for Success assessments
10.00 – 11.00	The Reasoning Skills Tests: Verbal Reasoning Numerical Reasoning Abstract Reasoning
11.00 – 11.15	Break
11.15 – 12.00	Introduction to the theory of Psychological Type and concept of preference
12.00 – 1.00	The Learning Styles Indicator
1.00 – 1.30	Lunch
1.30 – 2.30	The Type Dynamics Indicator
2.30 – 3.15	The application of assessments: Examples of how assessments are currently used Discussion and sharing of ideas around application
3.15 – 3.30	Break
3.30 – 4.30	Ethical and best practice issues
	Close

This programme can be tailored to the needs of individual Careers Services.