



## Test User Ability & Personality Training

**Step 1:** 6 hours of self-paced learning for Level 1 Assistant Test User (ATU) Accreditation.

**Step 2:** 6 hours of self-paced learning for Level 2 Test User Ability (TUA) and Test User Personality (TUP) Accreditation. Tutor led and blended learning options also available – contact KinchLyons for details.

**Step 3:** Immediate accreditation upon completion of the program. No portfolio required; all assessments completed during the program.

The BPS/EFPA Certificates of Competence in Occupational Testing, 'Test User Ability' and 'Test User Personality' are the **gold standard in psychometric training**.

Psychometrics allow us to understand individual differences that influence **performance, motivation, engagement, and wellbeing**. Psychometric test training is a powerful tool that enables HR and L&D professionals to elevate their training and coaching practices to best support individual and team performance and development.

KinchLyons partners exclusively with Podium to offer **world-class accredited training**. Our training offers access to the Podium suite of tools, a best-in class range, meeting rigorous scientific standards and developed by Dr. Nigel Guenole of Goldsmith's, University of London.



## Course Structure

Designed around six main modules, the programme will help you build knowledge, skill and confidence foreffective test use.

<b>Module 1</b> Theories of Individual Difference	Ability Theory Personality Theory
<b>Module 2</b> Constructing Tests	1. Constructing Reliable Tests 2. Ensuring Validity, Exploring Utility 3. Norms & Norm Use 4. Advanced Test Construction: Item Response Theory
<b>Module 3</b> How to Choose and When to Use: Evaluating Tests	Test Choice and Evaluation
<b>Module 4</b> Practical Issues for Test Use: Fairness and Distortion Challenges	1. Fair & Inclusive Test Practice 2. Practical Issues for Personality Assessment
<b>Module 5</b> Understanding Results	Understanding Test Results: Interpretation through population statistics
<b>Module 6</b> Communicating Results to Stakeholders	1. Ability Feedback Principles and Practice 2. Personality Feedback Principles and Practice 3. Effective Reporting Principles and Practice

## Quickfacts

- ✓ **Duration:**  
Approx. 6 hours of independent study or tutor-led or blended tuition as preferred.
- ✓ **Price:**  
€750 for TUA / TUP certification. ATU Level 1 is a pre-requisite. Both can be purchased for €830
- ✓ **Who is the Course For?**  
Anyone who wishes to use tests as part of their work e.g., HR, L&D Professionals, Coaches and those looking for recognised qualifications in psychometric test use.
- ✓ **How to Access:**  
Contact us at [info@kinchlyons.com](mailto:info@kinchlyons.com).  
Or to purchase, go to <https://kltrainingstore-podium.talentlms.com/>