



## Test User Ability & Personality Training

The Level 2 TUA / TUP training, certifies competence with respect to Ability Testing (TUA) and Personality Testing (TUP). Once you have completed the Level 1 PAC training, you will be eligible to enroll on this course.

Here you will learn to effectively interpret and feed back assessments and upon completion, will be eligible to register with the British Psychological Society. This will allow you to purchase most psychometric instruments from reputable test publishers.

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.



## Quickfacts

- ✓ **Duration / Structure:**  
13 video tutored modules (30 mins ea)  
Self-paced reflection / reading time  
9 worksheets submissions  
1 feedback role-play assignment
- ✓ **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/](https://kltrainingstore-podium.talentlms.com/)

## Course Structure

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

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