

Psychological Assessment: Get to Know Yourself Better

Want to know the fundamentals of a psychological assessment?

Are you interested in using psychological testing in your workplace?

Can you choose the right psychological assessment for your employees and do you know how to interpret the psychological assessment accurately?

Introduction

Assessment and testing is an important pillar in the measurement of behaviour and attitudes. Special tests, inventories and measurement techniques have been developed to assess all sorts of behavioural variables such as intelligence, personality, achievement, motivation and attitudes. Since the attainment of a full professional understanding of psychological testing is beyond the requirements of this module, the course will be limited to a general understanding of the subject with some practical applications to a few simple and culture-free tests. Without methods and techniques of assessment, we cannot understand the individual differences between people, and hence we cannot properly help them to achieve their objectives in life nor can we help them to overcome their psychological disorders or to change their negative beliefs and attitudes. Some of these issues have been around a long time, whereas others have come on the scene more recently. The main aim of this module is to help the learners understand the determinants of human behaviour that lead to individual differences and the contributions of modern psychological assessment in developing tests that measure these differences. Another objective is to learn the skills of applying some of these tests.

Program Objectives

This program aims to

- Equip participants on fundamental of psychological assessment
- Enable participants to apply various types of psychological tools in the workplace

Learning Outcomes

After completing this program, participants should be able to

- Understand the general nature and determinants of individual differences and the need for psychological assessment.
- Understand the differences between group tests, individual tests and special populations tests.
- Understand the main aspects of a good psychological test and its validity and reliability.
- Acquire skills in applying some intelligence and personality tests.

Who should attend?

Non-managerial, First-line management, middle management, senior management and anyone who wishes to acquire deep knowledge in adult psychology

Methodology

Case studies, forum discussion, role-play, presentations, gamification

Program Outline

Time	Day One
9.00am– 10.30am	Introduction of Assessment and Psychological Testing. In this module, participants would learn the fundamentals of psychological test development. The participants would also learn different types of psychological assessment and the function of each psychological assessment.
10.30am-11.00am	Break and Networking
11.00am-1.00pm	Statistical Analysis for Psychological Testing This module focuses on the fundamentals of statistical analysis that is needed for psychological testing. The participants would learn the interpretation of the statistical analysis.
1.00pm-2.00pm	Lunch Break and Networking
2.00pm-3.30pm	Reliability in Psychological Testing Reliability is an important element in psychological testing. In this module, the participants would learn the type of reliability and the interpretation of the reliability test that is needed in psychological assessment.
3.30pm-4.00pm	Break and Networking

4.00pm-5.00pm	Validity in Psychological Testing After understanding the reliability test, the participant would learn how to evaluate the validity of psychological testing. The concept of validity states that a test is valid if it measures what it claims to measure. For example a test of intelligence should measure intelligence and not something else.
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Time	Day Two
9.00am– 10.30am	<p>Personality Psychological Testing</p> <p>In this module, the participants would learn the application of the Big Five Personality Test, The Myers Briggs (MBTI) psychological test and the 16 personality factor (16PF) questionnaire. The participants would learn how to use and interpret personality psychological testing.</p>
10.30am-11.00am	Break and Networking
11.00am-1.00pm	<p>Career Interest Psychological Testing</p> <p>In this module, the participant would learn the administration, interpretation of the Holland Code Career Test. Also, the participants would learn how to provide counselling and advice on career development.</p>
1.00pm-2.00pm	Lunch Break and Networking
2.00pm-3.30pm	<p>Achievement and Intelligent Psychological Testing</p> <p>This module helps participants to master the application of achievement and intelligent psychological tests. Intelligence tests can show a child's intellectual potential. Achievement tests measure what a child knows and can do. Achievement tests measure an acquired skill or knowledge. They differ from aptitude tests, which measure natural talents and abilities. Achievement tests, also called standardised tests, measure student learning, usually once a year.</p>
3.30pm-4.00pm	Break and Networking
4.00pm-5.00pm	<p>Aptitude and Ability Psychological Testing</p> <p>The participant would learn the function of the aptitude test that serves the purpose to obtain information that can be used in predicting some aspect of the person's future behaviour. Aptitude tests assess the examinee's ability to learn both cognitive and motor skills. In addition, the participants would learn the ability tests such as numerical reasoning, verbal reasoning, verbal comprehension and other tests.</p>