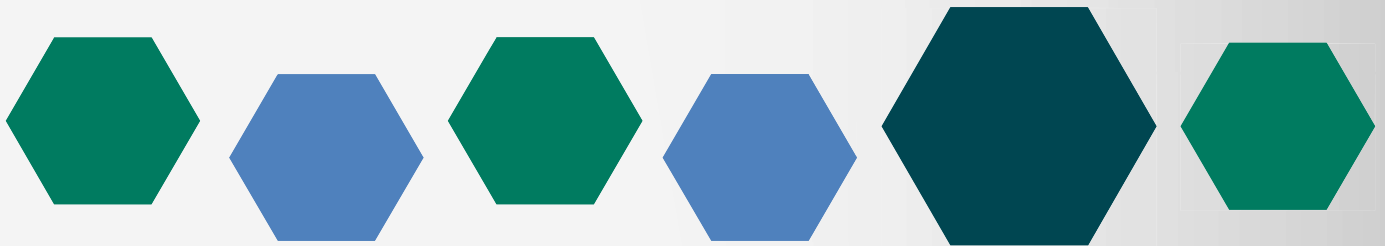


Understanding Psychometric Measures for Coaches and Mentors

A programme to enable coaches and mentors to understand the fundamentals of psychometric testing to enable them to select measures which enhance their work with their clients.



About

It is estimated that only around 20% of coaches use psychometric measures in their work despite their capability to contribute significantly to the effectiveness of the whole coaching and mentoring process.

The principle reasons for this include a lack of understanding of what a psychometric measure is and what it can do. They are perceived as technical tools which might be difficult to apply with confidence.

In addition, among those who do use psychometric measures, many will use a measure that is inappropriate for the task at hand. There are different types of psychometric measures. They are different and do different things.

This programme aims to equip professionals with a fundamental understanding of psychometric measures, enhancing their ability to utilise these tools effectively in their work.



Aims of the programme

This programme has 5 important components:

- To create awareness of the potential that good quality psychometrics can bring to excellent coaching practice.
- To explain how to select the right psychometric measures for your purposes and how to differentiate between different types of psychometric measures.
- To provide Continuous Professional Development for coaches and mentors to enable them to understand and apply leading-edge concepts to their work.
- To broaden the coach's and mentor's toolkit to enable them to be more responsive to a client's needs – enabling the key goal of customisation.
- To contribute to “raising the game” for the profession



Programme Structure

Part 1 - Self guided online learning

Module 1 - What is a psychometric measure

- Types of measure
- Design features

Module 2 - How they can add value to the coaching process

- Provide new and unique insights
- Efficiency
- Capability for evaluation and supporting ROI

Module 3 - Understanding what a measure can and cannot do.

- They are statistical tools
- The need for a solid concept
- Questionnaire design – items and reports
- Key Criteria for assessing quality

Module 4- Reliability explained

- Why this is fundamentally important
- Internal Consistency
- Test-retest Stability
- Assessing reliability

Module 5 - Validity explained

- Why this is important
- Types of Validity – Content, Face, Construct, Factorial and Criterion Validity
- Assessing validity

Module 6 - Ipsative and Normative Measures

- What is a normative measure
- What is an ipsative measure
- Advantages and limitations
- Popular examples of both formats
- Reporting

Module 7 - Other measures

- Ability measures
- Interest inventories

Modules 8-10

- The “Faking” question
- Ethics
- Checklist for Selecting a Measure

Part 2 - Practical Exercises

Two practical exercises where delegates explore two high-quality psychometric measures by examining a profile/report for each measure providing information about that individual, using:



prevue™

- The Prevue Assessment – A normative behavioural measure based on the “Big 5” Personality model which also has 3 ability scales and 3 interest scales.

MTQPlus

- MTQPlus – A normative metacognitive personality measure

Delegates are facilitated to reflect on the usefulness of the data and its potential application in their work. They are also provided with sufficient information about each measure to sensibly explore each profile.

Programme Format

The programme has two parts.

- Part 1 - is self-guided including reflection exercises - 4 hours. Reflection and exercises account for c. 50% of the programme. It is supported with a workbook addressing key points in the program.
- Part 2 - is an optional additional practical tutor led session where coaches are introduced to the main types of measures used in coaching and mentoring practice. Including reflection and reading workbook - 4 hours.
- Both parts are supported with workbooks addressing key points in the program.
- All course materials are provided in English.



REGISTER NOW



headoffice@aqr.co.uk



www.aqrlearning.com