

## The measurement of others. The measurement of self.

### Level A Certification with Achieving Lives Ltd.



When heading the design of a coaching competency framework for a leading UK Organisation, a colleague warned me "any framework of behaviour or performance is necessarily embedded in a value system which is essentially relative". He is of course right. When we measure people using psychometrics we are forcing them into a box, and then making judgments concerning them depending on how they perform in that box, and according to the values of that box.

However if you are head of an H.R. department and you have been given the task of choosing the best available people for a post or number of posts in your organisation how can you **effectively discriminate** in a way that is fair, ethical, legal, and just? A part of the answer is psychometrics. Occupational tests, properly designed and used in the correct way, have been shown by research to be the **most accurate** method of getting the right person for the job.

Scientific research over many years has used "predictive validity" to assess many methods used to select people. It correlates ratings given at recruitment to the actual performance of people on the job.

Other methods of selecting people have poorer ability to predict performance, as low as an accuracy of less than 1 person in 10 in some instances! Combining tests and good interviews makes the decision much more accurate.

## The measurement of others. The measurement of self.

This Level A course is accredited by the British Psychological Society and follows their guidelines explicitly. By the end of the course you will not only have a sound understanding of applied statistics but you will be able to select, purchase, administer, score, evaluate, and make sound decisions using a wide range of instruments that help you see who is the more able and has the greater aptitude for a particular role in your organisation. Such discrimination will be fair, ethical, legal, and most importantly for the organisation a good return on investment.

### Philosophy of Level A with Achieving Lives Ltd.

The philosophy of this course is every one **can pass**. The materials are sent out a month before, (subject to full payment having been received), so you can, at your pace look at them, understand them, and understand what you do not understand, so when you begin the course you can have a clear perception of what you know and what you need to have clarified. During this month you have both email and telephone support from me personally. The importance of clarity in psychometric training is that when you have it you feel confident and motivated to actually use the vast range of value for money instruments out there to help you not only understand others better, but indeed yourself as well. When you do this you make better selections and decisions in business and in life.

The philosophy of this course is also that it **should be fun**. I know.... STATISTICS FUN??? However I have found being too serious can produce blind spots. We all need when learning to focus our attention, but we also need to relax and have times where we just enjoy ourselves. Each day is precious, and each day should have fun, as we move towards our professional and personal goals.

Psychometrics when selected and administered professionally make measurable differences to organizations. When using a Psychometric which measures organizational stress recently Dr Geoff Tobin of CRI international said, "Agree stress work about done for now. Cases have disappeared now and we are more comfortable with understanding etc thanks to your work".

Another cornerstone of this course is **honesty**. Attempting to measure accurately the invisible, namely; "critical reasoning", "verbal ability" "numerical ability" "abstract reasoning" with numbers is a bit like trying to nail jelly to the ceiling.

There are going to be questions you will ask that I may not know the answer to. I will not put my "expert" hat on and give you an answer that meets the social roles we will be fulfilling, but does not give you the information you require. What I will do is go away and research on your behalf, getting back to you with an answer that allows you to have as full an understanding as possible.

A further piece of philosophy around this course is **friendship**. I trust in doing this course in some way in our own corners of the world we are trying to make the world a better place, by being more accurate and effective in what we do. The course numbers are limited to 10 so in a friendly way we can get to know not just the material but each other as well, networking and exchanging ideas and experience. We also throw a celebration party on the Sunday evening, (non alcoholic drinks available for those who might be driving)

## **The measurement of others.The measurement of self.**

A final piece of the philosophy is that of **value for money**. Some organizations will charge over £1,200 excluding VAT for a non residential Level A course. I believe the best way to raise the ethical use of psychometrics is to ensure quality training is affordable, not just to the large blue chip organizations, but for the smaller ones too. With this in mind the cost for this course including materials, pre and post course support and refreshments is only £695:00.

Please do not hesitate to contact me if there is anything else you need to know about occupational testing with Achieving Lives Ltd and I will be happy to answer your questions personally.

**Web: [www.achieving-lives.co.uk](http://www.achieving-lives.co.uk)**

**email: [Bruce@achieving-lives.co.uk](mailto:Bruce@achieving-lives.co.uk)**

**Phone: 01480 359108.**

Remember the next course date is Saturday 15<sup>th</sup> November 2008 and places will fill up quickly, so places are allocated on a first come first serve basis.

**Bruce Grimley. C.Psychol. AFBPsS.**

