

Information about the launch of the BPS's new test user standards

On 5th September the British Psychological Society (BPS) will launch a new approach to test user certification and registration, in line with standards of competence outlined by the European Federation of Psychologists' Associations (EFPA). The revised test user standards are the result of extensive consultation with trainers and assessors, and benefit from input from experts across Europe.

The new qualifications cover three levels:

- **Assistant Test User:** equivalent to the old Test Administration qualification
- **Test User: Ability and/or Personality:** equivalent to the old Level A / B respectively
- **Specialist in Test Use:** equivalent to the old Level B Full

The new standards reflect current practice in test use through two significant changes:

- Updating the content to reflect developments in how assessments are used in practice, particularly the increasing use in online assessment coupled with automated report generation, and recent research on tests and their effectiveness
- A replacement of some of the more conceptual, theoretical and statistical elements of psychometric assessment with greater emphasis on the practice of test use including test selection, administration and feedback, and ensuring assessment is fair.

TalentLens training will reflect the new standards from autumn 2011

From autumn 2011, all of TalentLens' courses that lead to the BPS's qualifications in test use will have been redesigned to meet the new BPS test user standards.

Previous course name	New course name	Duration	Price per person
BPS level A	Test User: Occupational Ability	3 days or blended learning	£700
BPS level B (in GPTP)	Test User : Occupational Personality	3 days	£745

Training is delivered at a central London location (near Trafalgar Square).

GPTP

The Golden Personality Type Profiler (GPTP) is a personality questionnaire drawn from the known theories of personality: Carl Jung's theory of psychological type as well as the principle works of Trait theorists and the 'Big Five' model of personality.

In addition to the **four traditional Jungian areas of preference (E/I, S/N, T/F and A/Z)**, Golden contains a **fifth dimension, Tense-Calm**, based on the "Big Five" trait of Emotional Stability. Tense-Calm looks at stress-related pressures and the degrees of confidence and optimism a person has about their life challenges. The significance of this extra fifth factor is that practitioners can explore the effects of stress on the individual and their likely coping mechanisms which will differ according to their preferences in the global dimensions and facets.

Each global scale includes **facet scales** that represent more specific components of the global scale. Such specificity is important for understanding differences among individuals who score similarly on the global scales. Further information can be found at <http://www.talentlens.co.uk/develop/golden.aspx>

SOSIE

SOSIE identifies an individual's **traits** and their **interpersonal** and **personal values**. Values are deeply held concepts that drive an individual's decisions, preferences, beliefs and interests. Two people with the same personality traits may act very differently according to their value system. A clash between personal and organisational values can often lead to disillusionment in a role or with an organisation. Further information on SOSIE can be found at <http://www.talentlens.co.uk/select/sosie.aspx>

The **2 day qualification** workshops in **GPTP** and **SOSIE** will continue. Those who already hold Test User: Occupational Personality qualification and entry on the appropriate BPS register will be able to add these instruments to the list of personality instruments they are qualified in via the BPS database.

Completion of the **1 day Golden** and **SOSIE conversion workshops** will allow participants to purchase and interpret the instruments from TalentLens, but these courses do not lead to BPS certification.

Why are the level A and B courses changing?

The new course structures will ensure that our delegates will benefit from the latest knowledge and practice in the use of psychometric assessments for selection and development. In particular, the new standards will:

- Reflect current developments in the use of assessments, especially online, unsupervised testing and computer-generated interpretation
- Place greater emphasis on the practical elements of test use including test selection and feedback, fairness and interpretation of test scores
- Offer a more flexible, modular, route to building up a portfolio of qualifications and now allow test users to build a profile covering multiple personality instruments. This means that even if you already have two personality instruments registered with the BPS, you can now add further TalentLens instruments to your test user profile.

Members of the TalentLens team have worked closely with the BPS in recent months on the development and implementation of the BPS's new qualifications. Our delegates will therefore benefit from this expertise, in addition to our industry-standard training delivered by professionals who are active in the field of psychometric assessment.

What is happening to BPS Level B Intermediate Plus qualification?

There will no longer be the distinction between Level B Intermediate and Level B Intermediate Plus, as test users will be able to build up a growing profile of personality instruments that is not restricted to the current two. For example, if you currently hold the BPS Level B in Golden Personality Type Profiler the relevant instrument(s) would be linked to your qualification.

Competence in the use of additional personality instruments (recognised by the BPS) offered by other psychometric test publishers can also be added to this qualification once you attain the **Test User: Occupational, Personality qualification**. You would need to contact individual test publishers, however, for further details.

What happens to those who already hold BPS Levels A and B?

People who have a current annual entry on the Register of Competence in Psychological Testing (RCPT), meaning payment is up to date at 4th Sept 2011 will transfer onto the new Register of Qualifications in Test Use (RQTU) at the launch of the new qualifications on 5th September. Level A holders will transfer to being Test User: Occupational, Ability and Level B holders to Test User: Occupational, Personality.

There are other arrangements for people in difference circumstances (e.g. those who have completed Level A/B but are not currently on the RCPT). Further information can be found at <http://www.psychtesting.org.uk> and in documents on the TalentLens website training page <http://www.talentlens.co.uk/training.aspx>

www.TalentLens.co.uk



Further information about Pearson TalentLens' training courses and range of ability tests and personality instruments can be found at www.TalentLens.co.uk

Further information about the new BPS test user standards can be found at the Psychological Testing Centre website <http://www.psychtesting.org.uk>

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