



تالوجي الشرق الأوسط

**TALOGY**

PREVIOUSLY  
PSI MIDDLE EAST | PROPEL

BPS Test User Occupational:

# ABILITY (TUOA) AND PERSONALITY (TUOP)



The  
British  
Psychological  
Society

Saville Assessment

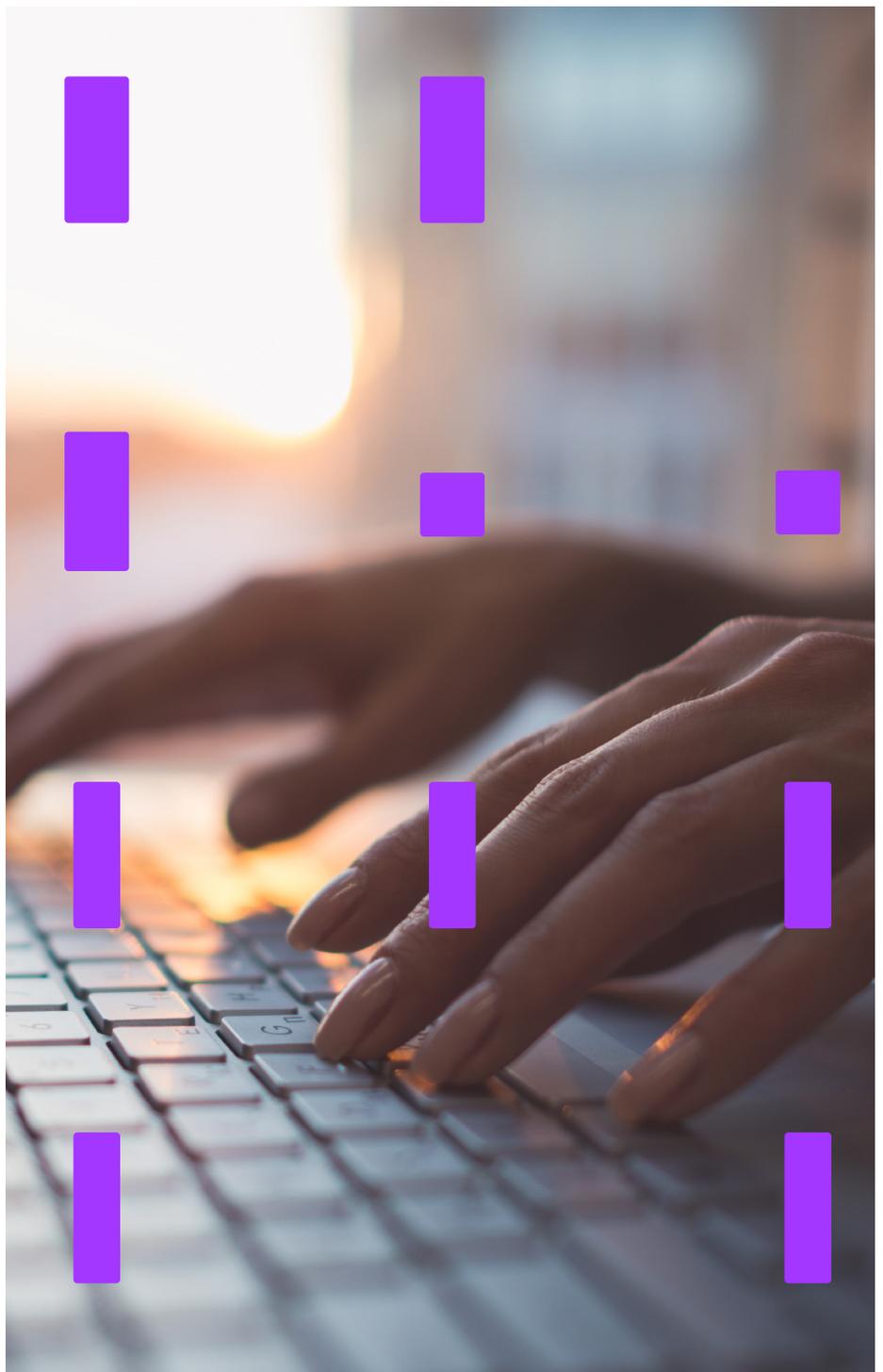
WillisTowersWatson 

Continue your personal and professional development by gaining a BPS Test User Qualification: **Ability (TUOA)** and **Personality (TUOP)**

Attending this **5-day course (virtual)**, you will be ready to start using the Saville Assessment Ability and Personality Suite straight away for recruitment, talent development and/or coaching.

As with all our psychometric accreditations, your Saville Assessment certification is valid internationally and lifelong.

Upon successful completion of the course delegates will be able to become registered as an international **Occupational Test User (Ability and Personality)**, with the ability to administer, analyse and feedback a variety of psychometric tools including the Saville Assessment range of products.



## **BPS Terminology, Good to Know**

**// TEST USER:  
OCCUPATIONAL  
ABILITY //**

This is **TUOA**

**// TEST USER:  
OCCUPATIONAL  
PERSONALITY //**

This is **TUOP**

## Duration

# 5 days

We run the two certifications consecutively, resulting in a **5-day course**.

- **TUOA is a 2.5-day course.**

*TUOA certification is a pre-requisite for the TUOP \ certification*

- **TUOP is a 2.5-day course.**

Participant's are required to pass a multiple-choice exam after each of the modules and to participate actively in exercises designed to ensure ethical and professional use of the instrument.

## Objectives

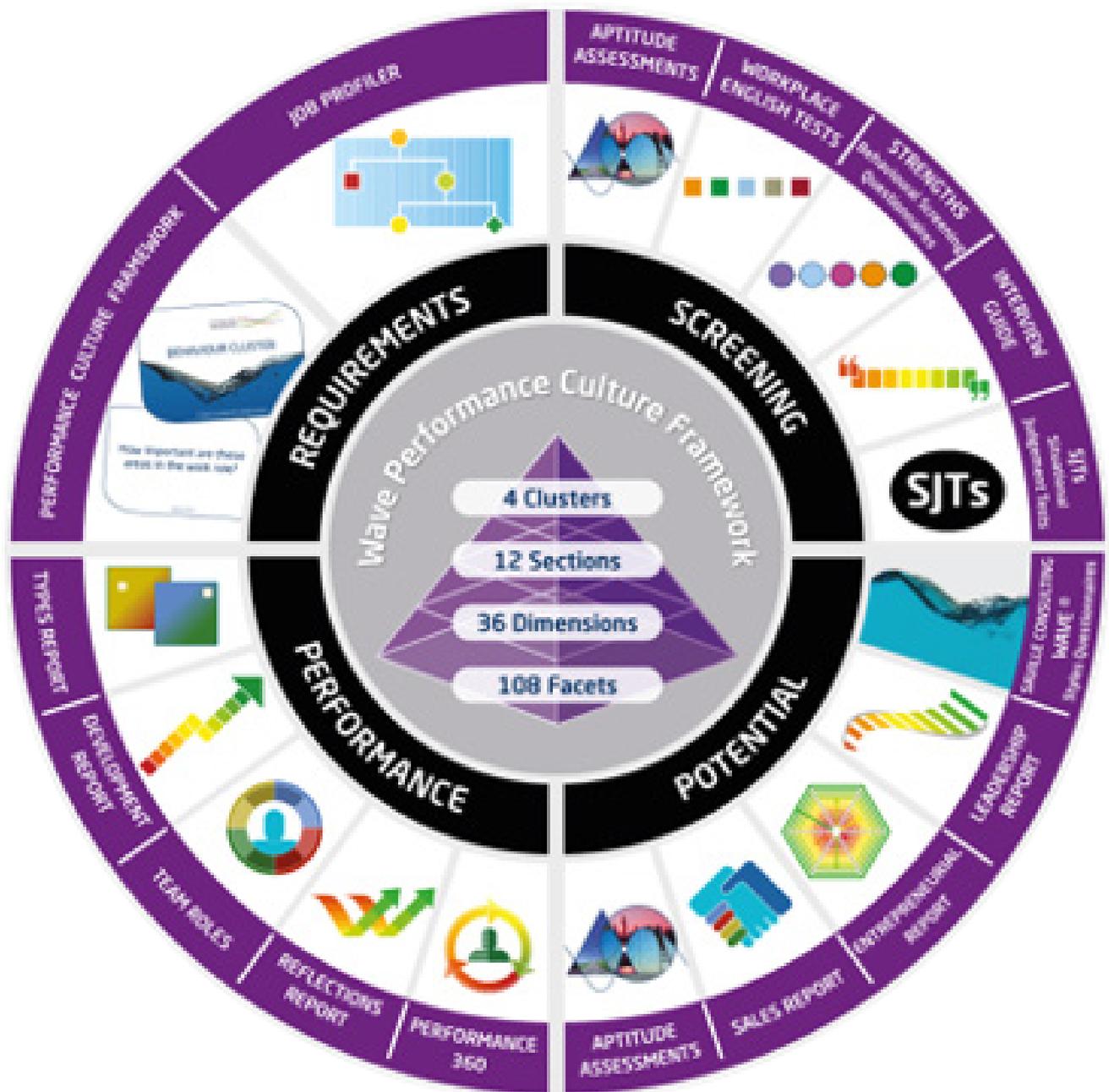
This course is perfect for HR Professionals, Line Managers, and Career Coaches who seek effective solutions to address recruitment and development within their organisations.

- Gain a critical knowledge and appreciation of how psychometrics are used in recruitment, selection, succession planning and development.
- Become internationally qualified and BPS recognised in Occupational Testing (Ability & Personality)
- Use any ability test and selected personality questionnaires.



# Psychometrics Embedded Within The Course

- Throughout the workshop, we use the Saville Assessment range of tools.
- Saville has the broadest range of tools designed for different levels of the organisation, and different purposes; recruitment and selection to development and ongoing performance, and are easily mapped to any competency framework by Level, with appropriate norm groups and language capability.
- The personality tools enjoy the highest Predictive Validity of up to .57 (BPS).



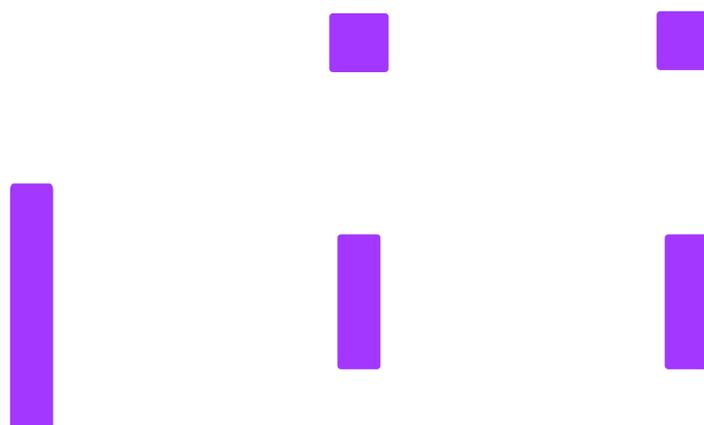
# Personality Psychometrics



All Saville personality tools are underpinned by the four-part Wave model; Solving Problems, Influencing People, Adapting Approaches and Delivering Results.

- With a Predictive Validity of up to .57 the Saville Assessment personality range is THE most powerful personality tool on the market today for predicting behavior.
- Due to the fact that each Competency (36) has 3 indicators overall (108), the framework provides certified users with ease of mapping to any competency framework. Assessments are available to take in English or Arabic, and are inclusive of international as well as GCC Norm Groups.
- Furthermore, the Saville model allows certified users to map Behaviours, Cultural Fit, Talent, Risks & Motives. Certified users are also able to explain how the Candidate has rated themselves, their Consistency of Rankings, and their Ratings Acquiescence (how harsh or overly positive their ratings were of themselves)

Competency Potential Profile		
This report gives Chris Park's areas of greater and lesser predicted potential based on our extensive international database linking Saville Assessment Wave to work performance.		
Competency Description	Potential	
Solving Problems	<b>Evaluating Problems</b> Examining Information (6); Documenting Facts (6); Interpreting Data (6)	Fairly High higher potential than about 70% of the comparison group
	<b>Investigating Issues</b> Developing Expertise (6); Adopting Practical Approaches (2); Providing Insights (10)	Fairly High higher potential than about 70% of the comparison group
	<b>Creating Innovation</b> Generating Ideas (10); Exploring Possibilities (6); Developing Strategies (6)	Extremely High higher potential than about 95% of the comparison group
Influencing People	<b>Building Relationships</b> Interacting with People (5); Establishing Rapport (3); Impressing People (8)	Average higher potential than about 40% of the comparison group
	<b>Communicating Information</b> Connecting People (3); Articulating Information (5); Challenging Ideas (10)	Very High higher potential than about 90% of the comparison group
	<b>Providing Leadership</b> Making Decisions (10); Directing People (6); Empowering Individuals (6)	High higher potential than about 90% of the comparison group
Adapting Approaches	<b>Showing Resilience</b> Conveying Self-Confidence (7); Showing Composure (7); Resolving Conflict (6)	Average higher potential than about 60% of the comparison group
	<b>Adjusting to Change</b> Thinking Positively (7); Embracing Change (6); Inviting Feedback (7)	Average higher potential than about 60% of the comparison group
	<b>Giving Support</b> Understanding People (4); Team Working (4); Valuing Individuals (3)	Very Low higher potential than about 5% of the comparison group
Delivering Results	<b>Processing Details</b> Meeting Timescales (2); Checking Things (3); Following Procedures (1)	Extremely Low higher potential than about 1% of the comparison group
	<b>Structuring Tasks</b> Managing Tasks (2); Upholding Standards (2); Prioritising Output (4)	Extremely Low higher potential than about 1% of the comparison group
	<b>Driving Success</b> Taking Action (6); Seizing Opportunities (6); Pursuing Goals (6)	Very High higher potential than about 95% of the comparison group



# Ability Psychometrics

Cognitive Aptitude Tests gives us insight into a persons 'Learning Agility'; their ability to process information and solve problems; in short, their potential

- Cognitive aptitude refers to a person's ability to process information, learn quickly, and apply new information to solve problems.
- Research suggests that cognitive aptitude is the single best predictor of job performance.
- The Saville aptitude tests are presented in two distinct levels of complexity; Comprehension and Analysis Aptitude.
- Again the tools are available in Arabic, with GCC Norm Groups
- They are presented as work-based scenarios which increases face-validity with participants, and include; Verbal, Numerical, Abstract Reasoning, Error Checking, Mechanical, Spatial and Diagrammatic Reasoning

**Consumer Trends**

Sticking to traditional eating times and formal eating habits is no longer the norm for most people. The value and number of on-the-run eating occasions, both snacks and meals, is increasing significantly. The three meals a day maxim no longer holds true because more consumers are eating outside of the home and at times to suit their lifestyles. Breakfast, in particular, is now more commonly skipped and those who do eat breakfast are taking less time to prepare it. Consumers are developing more complex and paradoxical eating patterns and demanding products that are more convenient and healthier, i.e., guilt-free indulgence.

3. Which **one** of the following provides the best summary of the main point of the passage?

- Eating habits have changed
- Manufacturers need to produce
- Meals and snacks need to be c
- People want to be able to eat c

Year	Domestic Demand (millions)	Domestic Production (millions)
Year 1	17	16
Year 2	15	12
Year 3	16	13
Year 4	15	10
Year 5	14	9

Year	Tonnage (in millions)
Year 2	0.75
Year 3	1.65
Year 4	1.65
Year 5	2.25

..., **approximately** what tonnage of steel (in millions) was used by the automotive if it represented **15%** of domestic demand?

**B**  
0.75
**C**  
1.65
**D**  
2.25

# Why Saville

- Received 27 out of a possible 30 stars from the BPS (British Psychological Society) independent review
- Being the only tool to identify alignment between work motives and talents
- Using the best scoring format to forecast workplace performance
- Responding to the user on the spot with smart, interactive artificial intelligence (AI)
- Possessing the highest validity
- Having the most up-to-date norms for better benchmarking
- Generating interactive and dynamic group reporting



## Hire Talent

Improve quality of hire by fairly and objectively hiring the right people into the right roles.

## Build Talent

Develop an agile and dynamic workforce equipped to deliver success.

## Lead Talent

Recognize leadership potential, go beyond competencies and link leadership style to organizational outcomes.



### **What's Included:**

Included in the course price are hard copy course books, online access to delegates folders, as well as invaluable interactive practice sessions, feedback and after course support from the regions most experienced BPS certified Occupational Psychologists. After completing the course, you are eligible to apply to the BPS for Ability and Personality and get on the internationally recognised Register of Qualified Test Users (RQTU). To do this you will need to complete some post-course work for your course director to submit on your behalf.

**Payable Directly to BPS upon registration: TUOA: £105.00 | TUOP: £54.00 | RQTU: £40**



TALOGY.COM

[coursesme@talogy.com](mailto:coursesme@talogy.com)