

**Rendez-vous with Psychometrics:  
NAOP Level-1 & 2 Accreditation Programme  
Mumbai, 30-September to 2<sup>nd</sup> October 2011**

**Summary report**

The 5<sup>th</sup> consecutive workshop on "Rendez-vous with Psychometrics: NAOP Level-1 & 2 certification Programme" was held at the Hotel Suba Galaxi, Mumbai from 30<sup>th</sup> September 2011 to 2<sup>nd</sup> October 2011. The workshop witnessed presence of former NAOP President Dr. Arvind K Sinha as auditor, Research Director of R&D of Central Test India Mr. Vijai Pandey as chief facilitator and former Head-R&D, Central Test Paris, Ms. Mariya Jilinskaya as co-facilitator.



**A quick Recap into the 3-day workshop “Rendezvous with Psychometrics” (as part of 5 week certification course) leading to NAOP Level-1&2 qualification in occupational testing and assessments.**

The workshop, as a unique initiative by NAOP (National Academy of Psychology) and Central Test to create a cadre of certified professionals in occupational testing and assessment, was very much liked by the participants who came down from various parts of India.

The main programme of the workshop included a three days intensive training on occupational psychometric testings, preceded by one week introductory reading before the commencement of training and 4 weeks of follow-up and mentoring.

**Day 1** began with an introductory section on some key concepts of Ability Testing through interactive exercises and a revision of the concepts people in HR often use while working with Psychometrics. Next, the participants were taught with the Fundamentals of Testing and Basic Statistics through hands on exercises, this helped them to grasp fundamentals by applying them

to different real life examples. This was followed by a lecture on psychometrics and issues related to proper test administration. The day then concluded with a round of fun exercises and briefing about some reading to be done for the next day.

**Day 2** enabled the participants to get to know the essence of personality testing with regard to different theoretical and criterion based frameworks, thus increasing the comfort level of the participants towards the subject. Since most of the participants were senior Human Resource Personnel, the second day of the workshop was scheduled to help them in understanding various options available in personality testing for organization and how to select suitable tools for a given purpose. Besides, they were introduced to a concept called “test properties”, to help them get clarity on “what to look out for” when purchasing a Psychological test.

Participants were given an overview of the statistical techniques used in “Test Construction” through the introduction of concepts like Correlation, Regression and Factor Analysis. An introduction to Trait based Tests also helped them understand how to recommend an employee for a particular job, position etc. The exchange of views, sharing of doubts etc made the session a very interactive one which strengthened their understanding of the intricacies and benefits of the right interpretation of tests. Moreover, they were exposed to how interpretations of personality tests in organization settings are often misinterpreted, enabling them understand the dangers of this fallacies, and what measures need to be taken to avoid them.

**Day 3** was a day of exploration into the realm of Type Theory of Personality and ethical issues in personality assessment in the work settings. The participants were given an introductory lecture on famous psychologist Carl Jung and how his theory is being put to use in various fields, especially in the organizational settings. Major emphasis was given to Personality Type Theory and the tools developed around it (e.g. MBTI, PTI etc.), as well as their applications at work. In addition participants were given an overview of the ethical issues in the occupational settings and how they need to arrive at a decision when using Psychological Tests.

The workshop then concluded with a briefing on the assessment that the participants need to do after one month preparation and follow up. This would help gauge how well the participant understood the concepts of Psychometrics and how they could apply them in an organizational setting. This portfolio of evidence, once approved by the trainer, would enable participants to be certified in administering psychological tests in organizations. With this, the three day training program on Occupational Testing came to an end, carving the way and setting the path for better application of Psychometrics in occupational settings in India.