Psychometric Testing Training from

Saville Assessment

Willis Towers Watson

2020 TOP 20 COMPANY
ASSESSMENT & EVALUATION
TRAINING INDUSTRY

The British Psychological Society
ACCREDITED

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Get certified to use the most accurate psychometric tools on the market

Your time is valuable. Our innovative course design makes for an efficient, engaging experience, setting you up to deliver market-leading talent assessments back in your workplace.

Our assessment portfolio **sets the market standard** having received 27/30 stars in the BPS independent review.

The Wave Questionnaires provide the **best-in-class predictor** for potential, work performance, competencies, strengths and preferred culture.

Get immediate access to our suite of aptitude tests measuring a variety of different abilities, **suitable for a wide range of roles and industries**.

Our assessments are available in **over 40 languages,** ensuring large-scale, global capability.

"The tools were great in giving us detailed and accurate information about each individual's preferences in behaviors and their abilities."

UNIVERSITY of GREENWICH

"Saville Assessment have produced a range of Wave reports that are truly innovative and provide a clear insight into what good looks like for our key roles."

Virgin media

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Our tools in action

Our experienced trainers have hands-on experience of using our tools with clients day-in and day-out, and can share top tips and real-life examples of how our assessments can help organizations hire, build and lead talent.

Train with Saville Assessment if you want to be able to:

HIRE TALENT

- Provide an engaging candidate experience
- Make quick decisions supported by valid data
- Transform onboarding into a two-way engaging experience

BUILD TALENT

- Help improve manager effectiveness
- Identify potential and build your talent pipeline
- Use powerful feedback to drive better workplace performance

LEAD TALENT

- Identify potential risk behaviors in leaders
- Create personalized high-potential leadership programs
- Identify where leaders will have the most critical business impact

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Experienced trainers, exceptional resources, unique experience

We understand that your time is valuable, our innovative course design makes for an efficient, engaging experience, setting you up to deliver market-leading talent assessments back in your workplace.

Experience using our tools through a range of practical exercises, workshops and role plays.

Learn the science behind our tools and study real-life case studies to help understand how the tools can make a positive difference to your organization.

Our courses are delivered via E-Learning or virtual tutored sessions, or a combination of both, to provide an immersive and engaging experience.

Our assessment tools are researched and developed in-house, making our Course Directors true subject-matter experts.

We keep our virtual sessions small, allowing for plenty of valuable time with our tutors and a chance to work alongside fellow HR professionals.

Our courses come with exclusive starter packs (including complimentary assessments) and access to our members area – a goldmine of valuable resources.

RICOH
imagine. change.

"The course director was very passionate about the topics, made it come to life – clear and concise."

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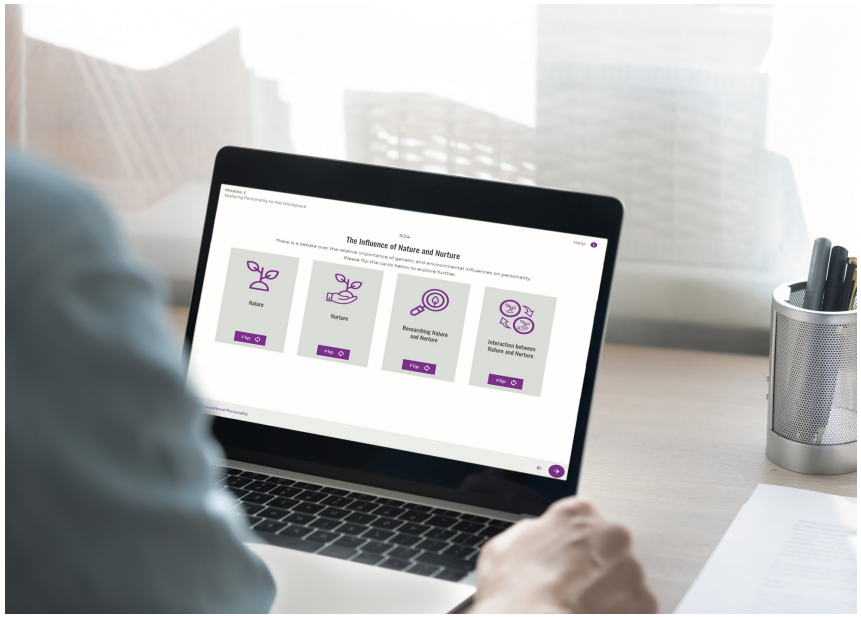
Flexible Online Learning

Minimize your time, maximize the impact.

We appreciate that your time is precious; that's why we've made our psychometric testing training courses even more flexible, allowing you to fit them around your work and personal commitments.

Learn to use **Wave** – the most powerful personality tool on the market – and our **Swift Aptitude Tests** competently and confidently to improve how you select and develop talent.

Our BPS-accredited flexible online learning combines home e-learning modules with virtual training days alongside other delegates, led by our highly experienced tutors and giving you the same great BPS-accredited course content in the most convenient format yet.



Our tutored virtual sessions make use of polls, quizzes and virtual break-out rooms for group work, giving you the full face-to-face training experience virtually.

Our newly-revamped e-learning modules teach you the theory behind our assessments and can be completed at your own pace, with a designated consultant on hand to help you every step of the way.

Virtual Training

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Swift Aptitude & Wave – Test User: Occupational Ability & Personality (formerly BPS Level A & B)

£2,400 +VAT (including assessment starter pack)

Upon completion of this combined online course, you will gain immediate access to our suite of aptitude tests, behavioral screeners and the Wave personality questionnaires, recognized for being the best predictors of workplace performance and potential.

The first part of the course - Test User: Occupational Ability - comprises one full-day tutored session and approximately 4 hours of home learning and focuses on the best-practice use of aptitude tests.

While the second part - Test User: Occupational Personality - uses the same format and teaches you how to confidently use personality questionnaires professionally in the workplace.

Key Learning Objectives

- Ensure a fair and lawful selection process
- Build efficient and robust screening processes
- Practice personality profiling techniques
- Delve into individuals' workplace personalities
- Prepare and deliver high-quality performance feedback

Please Note: you must complete the Test User: Ability e-learning before you can undertake the Test User: Personality modules. Our virtual tutored session can either be split over two sets of dates or combined.

Virtual Training

2 Days of Virtual Tutored Online Training

8-12 Hours of E-Learning Modules

This course requires no previous psychometric testing experience and is suitable for HR, recruitment and talent professionals looking to equip themselves with the best tools for hiring, building and leading their talent.

Upcoming Course Dates

16th – 17th August 2021
8th – 9th September 2021
11th – 12th October 2021
9th – 10th November 2021
7th – 8th December 2021

Assessment Starter Pack

All Test User: Occupational Ability & Personality course bookings include an exclusive assessment starter pack worth £500:

- Hire Talent Interactive Card Deck
- Build Talent Interactive Card Deck
- 3 x Work Strengths Behavioral Profiles
- 3 x Wave Professional Styles Expert Reports

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Swift Aptitude – Test User: Occupational Ability (formerly BPS Level A)

£1,200 +VAT (including assessment starter pack)

This course certifies you to use our industry-leading aptitude tests. Suitable for a wide-range of job roles, they are proven to improve the caliber of shortlisted candidates, minimize group differences and maintain a diverse applicant pool.

Through one full-day virtual session and approximately four hours of e-learning modules, you'll learn how to confidently administer tests, interpret results, use dynamic candidate reporting and deliver best-practice feedback.

Delegates will be able to:

- Conduct a job analysis and identify the psychometric assessment requirements
- Administer aptitude tests and interpret candidate results
- Run professional testing sessions
- Ensure a fair and lawful selection process
- Predict job success and performance
- Give best-practice feedback to candidates
- Use dynamic candidate reporting to help guide selection and cut-off scores
- Integrate ability testing and behavioral fit scores with applicant tracking systems

Virtual Training

1 Day Virtual Tutored Online Training

4-6 Hours of E-Learning Modules

This course requires no previous psychometric testing experience and is suitable for HR, recruitment and talent professionals looking to equip themselves with the best tools for hiring, building and leading their talent.

Upcoming Course Dates

16th August 2021

8th September 2021

11th October 2021

9th November 2021

7th December 2021

Assessment Starter Pack

All Test User: Occupational Ability course bookings include an exclusive assessment starter pack worth £165:

- Hire Talent Interactive Card Deck
- 3 x Work Strengths Behavioral Profiles

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Wave – Test User: Occupational Personality (formerly BPS Level B)

£1,200 +VAT (including assessment starter pack)

Get certified to use the Wave personality questionnaires professionally in the workplace. Recognized for possessing the highest validity, using the smartest AI (Artificial Intelligence) for forecasting workplace performance and potential.

This unique blend of online tutored sessions and home learning teaches you how to analyze candidate reports and interpret profiles to drive superior selection and development activities.

Learn to:

- Get immediate access to the full suite of Wave personality assessments and the knowledge to confidently use them
- Use the integrated suite of Wave reports for selection, onboarding and development
- Use report profiles to drive improved interviewing and better recognize high-caliber candidates
- Objectively, fairly and reliably profile behaviors in line with role requirements
- Minimize the risks associated with hiring decisions and shortlist the best candidates
- Accurately identify potential and build talent pipelines
- Delve deeper into individuals' personalities and provide high-quality candidate feedback

Virtual Training

1 Day Virtual Tutored Online Training

4-6 Hours of E-Learning Modules

Upcoming Course Dates

17th August 2021

9th September 2021

12th October 2021

10th November 2021

8th December 2021

Assessment Starter Pack

All Test User: Occupational Personality course bookings include an exclusive assessment starter pack worth £375:

- Hire Talent Interactive Card Deck
- Build Talent Interactive Card Deck
- 3 x Wave Professional Styles Expert Reports

Please note: This training course requires delegates to be Test User: Occupational Ability (Level A) qualified.

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We're Here to Help at Every Stage

We are committed to helping you get the best value experience from our training and tools. Included in the price of the course, you will also receive the following:

Your own designated consultant

Each learner will be paired up with one of our experienced consultants when they sign up to the course. This consultant will be an expert in ability and personality psychometrics, and can be contacted at any time throughout the course to check your understanding.

Reference books

We provide both Swift and Wave reference books which you can refer back to after the course. These will be PDF versions of the online technical course content so you don't need to worry about making notes as you go through the e-learning.

Check-in webinar

Once you've completed the e-learning part of this course, you will be invited to a check-in webinar to address any questions you have on what's been covered so far and what will be covered in the practical part of the course.

Practical workbook

You will receive a hard copy and digital copy of the practical workbook to use on the virtual, face-to-face part of the course for both Swift and Wave. This will have plenty of space for notes and will include key points we recap over the day.

Virtual Training

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Leadership Impact Practitioner

1 day

£600 +VAT (including assessment starter pack)

Please note: You will need to be Wave-qualified to attend this course.

Dates
24th August 2021
24th November 2021

Our approach to leadership assessment goes beyond measuring competencies, it focuses on measuring the impact of leaders and links specific behaviors with organizational outcomes. Become an expert in utilizing the Leadership Impact model and transform how you profile, identify, select and develop your leaders.

This highly engaging and practical course gives you a fresh perspective on the latest leadership trends, teaches you the background to the Leadership Impact and Risk models.

Key Learning Objectives

- Immerse yourself in a new and powerful approach measuring Leadership Impact and Risk
- Learn how to articulate and profile leadership requirements in line with organizational strategy
- Practice a new way of hiring and developing leaders where they are likely to create the most positive impact
- Access tools that are built specifically for senior assessment and development
- Gain confidence and experience in driving developmental conversations using the Leadership Impact Expert Report

Assessment Starter Pack

All Leadership Impact course bookings include an exclusive assessment starter pack worth £470:

- Lead Talent Interactive Card Deck
- 2 x Leadership Impact Expert Reports
- 2 x Leadership Risk Reports

Virtual Training

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E-Learning

These courses are available to complete online at your own pace and convenience via our dynamic Distance Learning platform.

Wave Transfer

4-hour online modules

This conversion course has approximately four hours of content to work through and can be completed online at your own convenience.

£600 +VAT

This online course is for those trained in a personality tool recognized by the BPS (British Psychological Society) who are looking to add Wave personality assessments to their skillset.

Provides you with the knowledge and skills to immediately start using Wave and its wide range of reports to transform your hiring and development process.

Key Learning Objectives

- Use the integrated suite of Wave reports for selection, onboarding and development
- Delve deeper into individuals' personalities and provide high-quality candidate feedback
- Objectively, fairly and reliably profile behaviors in line with role requirements

Includes a one-hour telephone consultation

Each booking includes a complimentary call with one of our expert consultants, during which delegates will receive feedback on their own Wave report and learn how to deliver best-practice feedback to candidates.

E-Learning

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Wave Performance 360

3-hour online modules

£600 +VAT

This dynamic course can be completed online in just 3 hours and qualifies you to use our Performance 360 tool, facilitating powerful performance feedback and development activity.

These e-learning modules can be completed at your own convenience, allowing you to learn at your preferred pace and style.

Once accredited, you get access to two tools - Wave Performance 360 and the Leadership Impact Expert 360 - allowing you to accurately assess the performance, attitude and potential of individuals at different levels within your organization.

E-Learning

Key Learning Objectives

- The knowledge to effectively structure and deliver impactful development feedback sessions
- The skills to combine Performance 360 tool with the unique level of insight offered by the various Wave reports
- The skills to administer the 360 program and interpret the results from the Performance 360 Expert Report
- Best-practice knowledge of using our Performance 360 tool to explore performance and potential to drive personal development, coaching and leadership effectiveness
- An understanding of the situations when implementing a 360 tool would be suitable and the ability to demonstrate the business value of them

Includes a 45-minute feedback session

Our experienced consultants will help you develop the skills to interpret and feedback results in an impactful way.

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Meet the team behind our training courses; our assessment tools are developed in-house by our Research and Development team and used by all of our Course Directors and Course Tutors on a daily basis, working directly with clients to improve how they hire, build and lead talent.

Rab MacIver

Rab is the R&D Director at Saville Assessment, responsible for product development. He has led the function since inception, designing our flagship assessments with the help of our experienced team of research psychologists. Rab is also our lead BPS-Verified Assessor, he is responsible for our BPS-Verified course content and leads our training courses in Scotland.

Matthew Cauldwell

A Senior Consultant at Saville Assessment, Matthew has led the design and implementation of assessment solutions across a large range of industries. These include high-volume early careers hiring solutions, international development programs and in-depth leadership assessment. He ensures that delegates leave a course with the enthusiasm and skills to use assessments effectively and have a positive impact on the world of work.

Daphne van der Wielen

Daphne is a Senior Consultant at Saville Assessment; she brings a wealth of experience to our courses having taught delegates from different industries around the globe to use our tools. She is passionate about training as it gives her the opportunity to spend time with clients and really get to know their challenges. She will make sure that you leave the course with the confidence to immediately put into practice what you have learned and implement solutions to best address the challenges identified.

Katie Thomas

Katie is a Research Psychologist at Saville Assessment, responsible for managing and maintaining parts of the assessment portfolio as well as innovating new tools. She also supports clients to deliver bespoke solutions for selection and development. She brings this experience of our tools to our training courses, helping you to relate what you are learning to your organizational outcomes. Katie helps develop course content to bring enjoyable and effective training to our delegates.

Who we have trained

See what people are saying

First time I have completed a virtual course and it all went very smoothly.

I thoroughly enjoyed the pace, the knowledge and professionalism of the director as well as the opportunity to learn about this well-known tool!

The Course Director was engaging, excellent at explaining everything and used fantastic examples that brought the materials to life.

I really enjoyed the course – moving to a virtual environment was an excellent solution.

Good balance between listening and practice. Both tutors were very enthusiastic and have much knowledge of the system: professionals!

Excellent Course Director, approachable and knowledgeable, great energy and enthusiasm.

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