



Saville
assessment



Psychometric Testing Training

2026



savilleassessment.com

CONTENTS

01

Introduction

02

Flexible learning options

03

Ability & Personality fundamentals
(UK-based practitioners / BPS accredited courses)

07

Swift Ability & Wave - international accreditation course
(Non UK-based practitioners course)

08

Wave Transfer course

09

360 accreditation course

10

Masterclasses

11

Meet our training leads

12

Who we have trained

13

See what people are saying



Introduction



Award-winning products

Gain immediate access to the industry-leading Wave® personality questionnaires and Swift ability tests, as well as the knowledge and skills to confidently use them in the workplace to transform how you hire and develop your talent.



Highly-experienced trainers

Our assessment tools are researched and developed in-house making our course directors true subject matter experts who use the tools with clients daily.



Exceptional resources & ongoing support

All of our psychometric training courses include a complimentary assessment starter pack and access to our exclusive Knowledge Hub members area. Our team are also be on hand to support you through the entire learning journey.



The
British
Psychological
Society



Our Test User: Occupational Ability & Personality and Wave Transfer courses confer eligibility for full BPS and EFPA accreditation.



“The tools were great in giving us detailed and accurate information about each individual’s behavioral preferences and their abilities.”



Flexible learning options

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.

Our flexible learning options offer a blend of online E-learning modules with either virtual or in-person training sessions alongside other delegates, led by our highly experienced tutors. See the following pages for specific course outlines and formats.

The process:

Step 1



E-learning modules

Our e-learning modules provide a thorough understanding of the theory underpinning our assessments, allowing you to learn at your own pace. Your learning journey is supported by a dedicated consultant, available to guide you and ensure you gain maximum value from the training.



Step 2



Virtual/ In-person tutored online training

Our live virtual/ In-person sessions offer an engaging and collaborative learning experience. Through dynamic group discussions, quizzes, and break-out rooms for small-group case studies, participants can explore concepts in depth. Each session includes expert-led feedback to build confidence and ensure practical understanding.

“

Saville Assessment have produced a range of Wave reports that are truly innovative and provide clear insight.”



Swift Aptitude & Wave – Test User: Occupational Ability & Personality

(UK-based Practitioners/Formerly BPS Level A&B)

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.

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

This course requires no previous psychometric testing experience and is suitable for HR, organizational, LT&D, and recruitment professionals looking to equip themselves with the best tools for acquisition and development within their Junior, Professional and Leadership talent.

Free Reports

All Test User: Occupational Ability & Personality course bookings include 3 complementary Wave Professional Styles Expert Reports.



On request, Step 2 of this course can be facilitated by our trainers for groups of 3 or more, on a date that suits you.

Step 1



8-12 hours of E-learning modules

Please note: The E-learning modules must be completed successfully ahead of attending the virtual tutored sessions. Our virtual tutored session can either be split over two sets of dates or combined. Where a delegate chooses to complete across two sets of dates, the ability component must be completed before the personality one.

Step 2



Virtual tutored online training

2026 Express course dates (2.5 days)

27th - 29th January	14th - 16th July
24th - 26th February	18th - 20th August
17th - 19th March	15th - 17th September
14th - 16th April	13th - 15th October
19th - 21st May	10th - 12th November
16th - 18th June	8th - 10th December

Swift Aptitude – Test User: Occupational Ability

(UK-based Practitioners/Formerly BPS Level A)

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.

You will 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



On request, Step 2 of this course can be facilitated by our trainers for groups of 3 or more, on a date that suits you.

Step 1



4-6 hours of E-learning modules

Please note: The E-learning modules must be completed successfully ahead of attending the virtual tutored sessions.

Step 2



Virtual tutored online training

2026 express course dates (1 day)

27th January	14th July
24th February	18th August
17th March	15th September
14th April	13th October
19th May	10th November
16th June	8th December

Wave - Test User: Occupational Personality

(UK-based Practitioners/Formerly BPS Level B)

Gain certification to confidently use Wave behavioural questionnaires in occupational settings. Renowned for exceptional validity and powered by advanced AI for predicting workplace performance and potential, these assessments set the industry standard. Our blended learning approach—combining interactive online tutored sessions with flexible self-paced study—equips you with the skills to analyse candidate reports and interpret profiles effectively, enabling superior talent acquisition and development decisions.

Delegates will be able 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 feedback

Free Reports

All Test User: Occupational Personality course bookings include 3 complementary Wave Professional Styles Expert Reports.



On request, Step 2 of this course can be facilitated by our trainers for groups of 3 or more, on a date that suits you.

Step 1



4-6 hours of E-learning modules

Please note: This training course requires delegates to be Test User: Occupational Ability (Level A) qualified. The E-learning modules must be completed successfully ahead of attending the virtual tutored sessions.

Step 2



Virtual tutored online training

2026 express course dates (1.5 days)

28th - 29th January	15th - 16th July
25th - 26th February	19th - 20th August
18th - 19th March	16th - 17th September
15th - 16th April	14th - 15th October
20th - 21st May	11th - 12th November
17th - 18th June	9th - 10th December

We're here to support your learning journey

We are dedicated to ensuring you gain maximum value from our training programmes and tools, delivering a seamless and impactful learning experience that supports your professional goals. Included in the price of the course, you will also receive the following:

✓ **Your own designated consultant**

Each course is directed by one of our experienced consultants. This consultant will offer each learner a pre-course call and can be contacted 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 call**

You have the option of booking a check-in call to address any questions you have on what's been covered during the Pre course work, the training days, or for assistance with any post course work queries.

✓ **Practical workbook**

You will receive a 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.



Swift Ability & Wave - international accreditation course

(Non UK-based practitioners)

This combined online accreditation course is the fastest, most effective way for trainees to get certified to use Saville Assessment's award-winning psychometric tools in the workplace.

Upon completion, trainees will gain immediate access to our suite of cognitive ability aptitude tests, behavioral screeners and Wave personality questionnaires, recognized for being the best predictors of workplace performance and potential.

The Swift Ability part of the course focuses on best practice use of aptitude assessments, while the Wave part of the course teaches you how to confidently apply Wave personality questionnaires 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

Free Reports

All International Accreditation course bookings include 3 complementary Wave Professional Styles Expert Reports.

Step 1



Virtual tutored online training

Flexible taught delivery

Aptitude & Wave - 16 hours

Options to be trained in

Swift Only

Wave Only

Wave Transfer Course

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

It has approximately four hours of content to work through and can be completed at your own pace and convenience.

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



On request this course can be facilitated by our trainers for a group on a date that suits you, combining steps 1 & 2.

Step 1



4 hours of E-learning modules

Please note: Delegates booking onto this course must have an existing BPS TUOP (Level B) qualification.

Step 2

1-hour virtual feedback practice session

Each booking includes a complimentary call with one of our expert consultants, during which delegates will receive feedback on their own Wave report and advice on how to interpret the results, as well as the chance to practice delivering best-practice feedback to candidates. Delegates must attend this call to complete the course in full.

Wave Performance 360

This dynamic course can be completed online at your own convenience and qualifies you to use our Performance 360 tool, facilitating powerful performance feedback and development activity.

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.

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



On request this course can be facilitated by our trainers for a group on a date that suits you, combining steps 1 & 2.

Step 1



3 hours of E-learning modules

Please note: You will need to be Wave-qualified to attend this course. Please see page 6 or 11 for options to become Wave-qualified.

Step 2

45-minute virtual feedback practice session

Our experienced consultants will help you develop the skills to interpret and feedback results in an impactful way. The team will be happy to share their experiences and help you to design and manage an effective 360 program that follows best practice. Delegates must attend this call to complete the course in full.

Leadership Impact Practitioner masterclass

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, teaching 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

Free Reports

All Leadership Impact course bookings include 2 complementary Leadership Impact Expert Reports & 2 complementary Leadership Risk Reports.



On request this course can be facilitated by our trainers for a group on a date that suits you.

Step 1



Virtual tutored online training

Please note: You will need to be Wave-qualified to attend this course. Please see page 6 or 11 for options to become Wave-qualified.

2026 course dates (1 day)

TBC

Meet our training leads

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 support them in talent acquisition, development and succession planning.



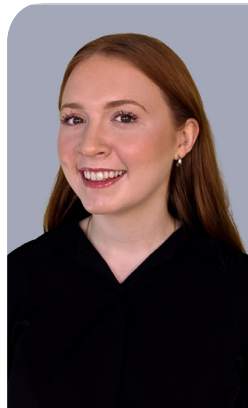
Rab MacIver

Rab is the R&D Director at Saville Assessment, responsible for product development. Rab is also our lead BPSVerified Assessor, he is responsible for our BPS-Verified course content and leads our training courses in Scotland.



Marianne Bremner

Marianne is the Training Executive at Saville Assessment, responsible for facilitating our clients learning journeys with up-to-date content, and leading our training courses for a diverse range of clients worldwide, spanning various industries.



Lily Walters

Lily is a highly skilled administrator and is completely dedicated to ensuring a smooth training experience with us. Lily is there to help with any queries and guide our clients and delegates through the process.

Our Training Leads are supported by our wider training team, consisting of experienced and knowledgeable consultants (RQTU, BPS) who facilitate ongoing training and tutoring.

Who we have trained



+ many more

See what people are saying

“

Super professional, friendly and encouraging. Helping me grow and encouraging future practice. Thanks!

“

The facilitator was excellent at guiding me through the process.

“

Great job! You kept the energy throughout and was very clear and informative, in an understandable way.

“

I think the practice / role play was challenging but really good and helpful in practicing the language to be used in feeding back to both candidates and managers.



“

The online self-paced learning was particularly engaging as it meant I could work through the information at my own pace. The practice feedback session was super helpful in the way it was structured; observing the course consultant deliver a feedback session first, and then having a go at doing so myself.

“

I very much appreciate the responsiveness of the course director and the support team.

“

This is a great course that has been delivered extremely professionally.



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