



# Personality Profiling *Level B*

## WHAT IS LEVEL B?

**Level B Intermediate** training builds on the concepts from Level A and introduces personality theory. You will specialise in one 'substantive personality measure' on the course, but the qualification will also entitle you to purchase and use a wide selection of other tests (see our website for details). You can choose to specialise in **15FQ+** or **BarOn EQ-i**®

### We also offer:

- **Level B Intermediate Plus**—the next step for people with BPS Level B Intermediate certification. You specialise in **15FQ+** or **BarOn EQ-i** and if you take this option as a 1-day add-on to Level A&B Intermediate training you make a significant saving!
- **Level B Full**— BPS' highest level of certification. This 2 day course is designed for test users wanting a more in-depth understanding of the issues involved in personality assessment and test construction. It is suitable for individuals who are responsible for in-house assessments, as well as for consultants working for external clients and those involved in developing tests.

## WHO IS THIS COURSE FOR?

Anyone who currently holds **BPS Level A certification**, and wants to use personality measures to improve selection, development, careers counselling, and coaching processes.

- HR professionals
- Psychologists
- Careers Counsellor
- Business Coach



## WHAT DOES IT INVOLVE?

Online training (approx 15 hours) followed by just 2 days attendance at a practical workshop. If you have yet to complete Level A, you might also consider combining Level A and B courses, which incorporates ability and personality testing over just 4 consecutive days.



**" Excellent professional training, and thank you for pitching it at the right level. "**  
(George McFaul, Public Guardianship Office)

**" Presented very clearly with great expression and verve. Good activities to consolidate learning, with a balanced view of the statistics and the weaknesses of the instrument. "**  
(John Boddy, Fellow of the BPS and Co-Editor of the BPS' 'Selection & Development Review')

## 15FQ+ (Fifteen Factor Questionnaire Plus)

15FQ+ is a personality instrument that applies Cattell's famous 16 personality factors directly to the workplace using international business English. The questionnaire comes in long and short forms and can be hand or bureau scored with the option of computer-generated reports. The questionnaire can be completed in under 30 minutes, and output from the questionnaire can be used to inform the user on the respondent's:

Attitudes and approaches to work

Interpersonal style

Emotional intelligence

Leadership and subordinate styles

Scores on the 'Big Five' personality factors

Vocational orientations

## BarOn EQ-i® (Emotional Quotient Inventory)

A growing body of research suggests that emotional intelligence is a key determinant of success in life. The BarOn EQ-i® is based on over 20 years of research by Dr Reuven BarOn and tested on over 85,000 individuals worldwide, and it measures emotionally and socially intelligent behaviour in five key areas:

<b>Intrapersonal:</b>	Self-Regard, Emotional Self-Awareness, Assertiveness, Independence, Self-Actualisation
<b>Interpersonal:</b>	Empathy, Social Responsibility, Interpersonal Relationship
<b>Adaptability:</b>	Reality Testing, Flexibility, Problem Solving
<b>Stress Management:</b>	Stress Tolerance, Impulse Control
<b>General Mood:</b>	Optimism, Happiness

### Benefits for the Organisation

- Identifies development needs and under-utilised strengths for individuals, creating more competent and motivated staff
- Enhances the quality of communication throughout the organisation
- Acts as a catalyst for changing organisational culture
- Clearer assessment of development needs in 'People Skills' for the organisation
- Useful for more effective team functioning

### Benefits for the Individual

- Identifies individual development needs
- Highlights individual's strengths
- Suggests a range of development strategies
- Creates a basis for discussion between individuals and their colleagues, assisting personal development

# FACTSHEET



### COURSE DATES 2010

	LEVEL B 15FQ+	LEVEL B EQ-i	LEVEL B+ 15FQ+
JAN		27-28	
FEB			
MAR	24-25		25
APR			
MAY		26-27	
JUN			
JUL	28-29		29
AUG			
SEP		22-23	
OCT			
NOV	17-18		18
DEC			

### COURSE PRICES

LEVEL B 15FQ+	2 days + online	£1100
LEVEL B EQ-I	2 days + online	£1200
LEVEL B+ 15FQ+	1 day	£500
LEVEL B FULL	2 days [7-8 June 2010]	£1500

Prices exclude VAT

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