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COURSE BROCHURE

# Psychometric Testing and Assessment Centre Design Training Course

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Kuala Lumpur

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Registered in the United Kingdom and Saudi Arabia

# Psychometric Testing and Assessment Centre Design Training Course

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Psychometric Testing and Assessment Centre Design is a 2-week advanced training course for assessment specialists and senior recruiters who choose, validate and combine selection measures, and it ends with an assessment battery specification each participant takes back. Hiring errors at senior and critical levels are costly, and candidates now expect fair, transparent and job-relevant assessment. Jupiter Prime Training offers this course on psychometric testing and assessment centre design.

## Why Psychometric Testing and Assessment Centre Design Matters Now

Three forces shape psychometric testing today: unproctored online delivery, which raises questions of test security and candidate identity; growing scrutiny of adverse impact on protected groups; and line managers who want evidence that a score predicts job performance. An organisation that selects instruments carefully, documents validity and gives candidates useful feedback hires people who stay and perform. One that relies on untested questionnaires invites challenge, poor hires and a damaged employer brand. The course rests on classical test theory CTT, item response theory IRT and the multi-trait multi-method assessment centre design logic, each explained in plain terms.

## Who Gains Most from Psychometric Testing and Assessment Centre Design

- Specialists who select, licence and administer ability and personality instruments
- Senior recruiters who decide which measures enter each hiring stage
- Assessment centre leads who design exercises and brief assessors
- Talent and succession advisers who interpret profiles for promotion decisions
- Selection analysts who track score data, pass rates and group differences

Talent acquisition functions that send their test users, centre designers and analysts together gain most, because they leave sharing one evidence standard for every hiring stage.

## Psychometric Testing and Assessment Centre Design Capabilities

Participants move from reading a technical manual with confidence to defending a complete selection design in front of hiring managers and candidates.

- Assess reliability coefficients and standard error of measurement — the choice between competing instruments
- Weigh norm group fit and score conversions — the cut-score agreed with hiring managers
- Design assessment centre exercises mapped to a competency matrix — the assessor team and the role sponsor
- Test selection outcomes for adverse impact — the fairness case put to legal and diversity advisers
- Communicate personality and ability results in feedback sessions — the candidate and the hiring manager
- Specify a multi-stage assessment battery — the recruitment budget holder and the talent director

## Key Psychometric Testing and Assessment Centre Design Terms

- Reliability — the consistency of a score across occasions, items or raters, reported as a coefficient between zero and one.
- Criterion validity — the strength of the link between a test score and a later measure of job performance.
- Norm group — the comparison sample whose scores convert a raw result into a percentile, sten or T-score.
- Standard error of measurement — the band of likely error around an observed score, used to set sensible score ranges.
- Adverse impact — a markedly lower pass rate for one group of candidates than for another under the same procedure.
- Assessment centre — a structured event in which trained assessors rate several candidates across multiple exercises and competencies.

## Psychometric Testing and Assessment Centre Design Day by Day

## Day 1: The Science Behind Selection Measures

- Job Analysis Interviews — Which Attributes the Measures Must Capture
- Competency Frameworks — Linking Behaviours to Assessable Evidence
- Predictive Validity Research — Choosing Methods With Proven Job Links
- Test User Ethics Codes — Boundaries for Administration and Interpretation
- Candidate Experience Mapping — Where Assessment Shapes Employer Reputation

## Day 2: Classical Test Theory in Practice

- True Score Model — How Observed Scores Carry Measurement Error
- Internal Consistency Coefficients — Whether Scale Items Hang Together
- Test-Retest Reliability — Stability Required for Repeat Testing
- Standard Error of Measurement — Setting Score Bands Rather Than Points
- Item Difficulty and Discrimination — Removing Weak Questions

## Day 3: Validity Evidence and Item Response Theory

- Content Validity Mapping — Proving Coverage of the Job Domain
- Construct Validity Studies — Confirming What a Scale Measures
- Criterion Validation Designs — Concurrent Versus Predictive Studies
- Item Response Theory Parameters — Adaptive Testing and Item Banks
- Technical Manual Review — Judging Publisher Evidence Before Purchase

## Day 4: Norms, Scores and Cut-Offs

- Norm Group Selection — Matching Comparison Samples to Applicant Pools
- Stens, Percentiles and T-Scores — Explaining Results to Non-Specialists
- Cut-Score Setting Methods — Balancing Quality of Hire and Volume
- Compensatory Versus Hurdle Scoring — Sequencing Selection Stages
- Local Norm Building — When Publisher Norms No Longer Fit

## Day 5: Ability and Aptitude Measures

- Verbal and Numerical Reasoning Tests — Fit for Graduate and Professional Roles
- Abstract and Inductive Reasoning Items — Reducing Language Dependence
- Situational Judgement Tests — Scenario Design for Role-Specific Choices
- Unproctored Online Testing — Verification Retests and Security Controls
- Accessibility Adjustments — Fair Treatment for Candidates With Disabilities

## Day 6: Personality and Motivation Instruments

- Five-Factor Trait Model — Structure Behind Most Workplace Questionnaires
- Normative Versus Ipsative Formats — Implications for Candidate Comparison
- Faking and Impression Management Scales — Reading Response Distortion
- Derailment and Motivation Profiles — Risk Signals for Senior Appointments
- Integrity Questionnaires — Use and Limits in Regulated Roles

## Day 7: Assessment Centre Architecture

- Competency-by-Exercise Matrix — Ensuring Two Observations per Competency
- In-Tray and Case Analysis Exercises — Evidence of Judgement Under Pressure
- Role-Play and Group Discussion Design — Observing Interpersonal Behaviour
- Behaviourally Anchored Rating Scales — Consistent Scoring Across Assessors
- Event Timetabling and Logistics — Running Parallel Candidate Streams

## Day 8: Assessors, Integration and Fairness

- Assessor Training and Calibration — Reducing Halo and Leniency Effects
- Observe-Record-Classify-Evaluate Cycle — Disciplined Evidence Gathering
- Wash-Up Integration Sessions — Consensus Versus Statistical Combination
- Adverse Impact Monitoring — Pass Rate Ratios Across Candidate Groups
- Selection Audit Trails — Records That Withstand Challenge

## Day 9: Feedback and Development Use

- Candidate Feedback Conversations — Sharing Results Respectfully and Clearly
- Hiring Manager Reports — Turning Profiles Into Interview Probes
- Development Centre Variants — Using Exercises for Internal Talent Pools
- Data Protection in Testing — Retention and Access to Score Records
- Vendor Evaluation Scorecards — Comparing Test Publishers and Platforms

## Day 10: Practising the Assessment Battery Specification

- Applying Job Analysis Evidence — Selecting Target Competencies for a Live Role
- Applying Reliability and Validity Criteria — Shortlisting Instruments
- Applying Norm and Cut-Score Choices — Agreeing Stage Decision Rules
- Applying Exercise Matrix Design — Adding Centre Components Where Tests Fall Short
- Assessment Battery Specification — Final Design, Rationale and Fairness Checks

## Applying Psychometric Testing and Assessment Centre Design After the Course

- Run a reliability and norm audit of the instruments currently used for one high-volume role and recommend which to keep, replace or re-norm.
- Pilot a revised competency-by-exercise matrix at the next assessment centre, with a calibration session for assessors beforehand.

## Psychometric Testing and Assessment Centre Design Questions FAQ

### What is psychometric testing and assessment centre design, and why does it matter now?

It is the discipline of choosing, scoring and combining standardised tests and observed exercises to predict job performance. It matters now because online testing, fairness scrutiny and costly senior hiring errors demand evidence that every selection measure works as intended.

### Which roles gain most from psychometric testing and assessment centre design?

Assessment specialists, senior recruiters, assessment centre leads, talent advisers and selection analysts gain most. You will benefit if you approve instruments, design exercises, set cut-scores or explain results to candidates and hiring managers.

### How does psychometric testing and assessment centre design differ from a structured interviewing course?

It goes beyond the interview. An interviewing course builds questioning and rating skills for one method, while this course covers measurement theory, test selection, norms, multi-exercise centres and the integration of several methods into one defensible hiring design.

## What do you bring back from psychometric testing and assessment centre design?

You bring back a documented assessment battery specification for a real role. It sets out competencies, chosen instruments, exercises, scoring and cut-score rules, feedback arrangements and fairness checks, ready for review with your hiring sponsors.

## Psychometric Testing and Assessment Centre Design: The Way Forward

The assessment battery specification is the starting point. Its first use is deciding which measures enter the next senior or high-volume hiring campaign, agreed between the assessment specialist, the recruiter and the hiring sponsor. After the first cohort has been hired, revisit the specification with performance data to check predictive value and group pass rates, then adjust the battery accordingly.