

Briefing on Psychometric Profiling

Psychometric profiling can provide an additional source of information for recruiters and employers to aid their selection decisions, focus training resources and maximising peoples' abilities when building effective teams.

Using an appropriate choice of relatively simple assessments, the reports can be produced for either individuals or teams.

Benefits during leadership recruitment

- As a pre-requisite to defining the job description and person specification, a job profile can be drawn up to focus on the key behavioural traits sought by the recruiting school for their incoming leader. Governors have found this is an illuminating, informative process.
- This job profile can be matched against the profiles of shortlisted candidates as an aid to refining selection, when used in conjunction with other selection evidence
- It can be used to highlight features such as
 - How do people respond to, and make tough decisions, under pressure?
 - Which candidate would bring a sense of urgency and adopt an active approach?
 - Who will create an innovative atmosphere and develop others to meet objectives?
- Equally the results can show who provides attributes to complement an existing team, e.g. if there are several creative thinkers, who might provide the strategic planning, strong time management and organisational skills?

Benefits for school leaders

These tools give educational leaders and insight to their staff: their strengths, limitations, motivational factors and their potential. Building an effective team and maximising on the strengths that exist within teams will be of strategic importance to any Head or Principal. Ensuring the team is performing with synergy will improve not only the outcomes but the levels of energy and promote a strong team ethos moving forward.

- Team reports highlight the gaps and overlaps of team skills, so you can assess the dynamic of the team and redress shortfalls
- Indications on how you can capitalise on individual strengths to support team effort
- Evidence and focus for Performance Management Reviews and where to target support
- Direction for cost effective team building or coaching programmes.

Outcomes

There are varied range of tests and instruments currently available. Ascend Education has access to both the Thomas International and Strengthscope systems, and your accredited consultant will suggest the most appropriate assessment(s) for your school's current requirements.

Typical profiles can demonstrate a number of features including:

- Leadership / management styles, team working style, comfortable levels of responsibility
- Motivational factors, internal and external
- Communication skills: a focus on people or detail orientation for policies and procedures
- Level of ability to make decisions and exert authority
- Responsiveness to change.

The Process

This is simple and fast. Test administration can be carried out online, either within schools or remotely, or as a paper exercise if appropriate.

Participants are provided with a link and comprehensive instructions to access the questionnaires online, either to complete under controlled conditions on selection days, or in their own time if part of a leadership development programme.

Bespoke profile reports are generated swiftly and can be made available to the selection panel (or to team leaders) to supplement information from other sources. It is strongly recommended that the accredited consultant aids your interpretation of these reports for maximum benefit.

Feedback from the reports can be offered to participants for developmental purposes and is usually welcomed by candidates.

Reliability of Profiles

The suite of assessments employed by Ascend Education have been certified by the British Psychological Society or designed according to the European Federation of Psychological Association's guidelines. This demonstrates reliability and validity (i.e. the tests reach the same conclusion each time they are administered and measure what they purport to measure).

The tests should only be administered by people accredited to do so. Jacqueline Baker is an accredited user of Thomas International and Strengthscope assessments, further details can be found on their websites.



www.thomasinternational.net



www.strengthpartnership.com

For further details on these assessments and to explore how they might be useful for you please contact

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