

## General Psychometric Interpretation Guide

Psychometric tests are powerful tools which could be dangerous in the wrong hands. The following guide is recommended for users who have not completed the BPS Test User: Occupational, Ability & Personality qualification.

There are also some assessments which require specific training in order to be applied appropriately and professionally. Please contact us if you are looking to use one of these tools.

### Computer-generated Reports

For each computer-generated report there will be a set of specific guidelines at the start of the report. It is important that these are read in order to aid understanding of the results.

Please be aware that computer generated reports can only provide a limited amount of interpretation. It can be useful to validate the results with the candidate. The best way to do this is through a one-to-one feedback session or by including questions relating to their profile in an interview in order to test any hypotheses.

### Norm Groups

Psychometric assessments often compare an individual's raw score to a norm group. A norm group is a large group of people who have previously completed the test. This provides an insight into how a person scores in relation to the wider population.

It is important to select a norm group which is representative of your sample. In recruitment, candidates must all be compared to the same norm group.

### Personality Assessments

Personality assessments are used to identify an individual's preferred style of working or natural tendencies.

#### Please note:

- There are **no right or wrong answers** to personality assessments.
- The **report does not tell you whether someone is capable** of working in a role or about their ability. It is possible for someone to work well in a role which goes against their natural preferences. However, they may experience a higher level of stress or discomfort than if they were in a role which was aligned to their preferences.
- Results **should be validated** by the candidate or explained before being taken as an absolute reflection of their personality.

### Emotional Intelligence Assessments

Please see the separate **EQ-i 2.0** and **MSCEIT** interpretation guides.

### Ability Tests

Ability tests are designed to measure cognitive reasoning ability. The report will contain test-specific information which should be used when interpreting the results.

### BPS Guidelines

For the BPS ethical guidelines please follow this link: <https://www.bps.org.uk/news-and-policy/bps-code-ethics-and-conduct>