Pearson
Talent Solutions

TRAINING (FOR ADMINISTRATORS)

BPS Test User: Occupational Ability & Personality



Build expertise in ability and personality assessment

Great talent decisions require more than intuition. They require a clear understanding of both what people can do and how they are likely to perform, collaborate, and grow in the workplace.

The **BPS Test User: Occupational Ability & Personality qualifications** training equips professionals with the knowledge, practical skills, and recognised credentials needed to administer, interpret, and provide feedback on both ability and personality assessments. This comprehensive program helps practitioners apply assessment science confidently and responsibly across recruitment, development, and talent management initiatives.

Training Benefits

- **Gain an industry-recognised qualification** covering both ability and personality assessment.
- **Develop expertise** through a blend of self-study, instructor-led learning, group activities, and individual practice.
- **Learn how to apply assessment insights** across selection and development.
- **Build confidence** in administering assessments, interpreting results, and delivering meaningful feedback.
- **Qualify to use major ability assessments** and Pearson's personality and values tool.
- **Develop in-house assessment capabilities** to reduce reliance on external consultants.

The BPS Test User: Occupational Ability & Personality training covers:

1 **Ability Assessment Foundations**
Learn the principles of reliability, validity, statistics, fairness, bias, and test administration that underpin effective ability testing.

2 **Personality Assessment Foundations**
Explore the core concepts of occupational personality assessment as defined by British Psychological Society standards.

3 **Personality Traits and Values**
Develop an understanding of personality and values frameworks and how they influence workplace behaviour, motivation, and performance.

4 **Interpretation and Feedback**
Build practical skills for interpreting assessment results and delivering professional, actionable feedback to participants.

5 **Ethical and Legal Testing Practices**
Examine responsible assessment use, including ethical considerations, fairness, bias mitigation, and legal requirements.

6 **Practical Application in Talent Decisions**
Apply assessment knowledge through administration exercises, feedback practice, and real-world workplace scenarios.



Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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