Pearson
Talent Solutions

TRAINING (FOR ADMINISTRATORS)

BPS Test User: Occupational Personality



Build confidence in personality assessment and talent decisions

People bring more than skills and experience to work. Their personality traits, values, motivations, and behavioural preferences influence how they collaborate, lead, communicate, and grow.

The **BPS Test User: Occupational Personality** qualification equips professionals with the knowledge and practical experience needed to use personality assessments responsibly and effectively. This training helps practitioners understand personality assessment principles while building the skills required to administer, interpret, and provide feedback using personality tools in workplace settings.

Training Benefits

- **Gain an industry recognised qualification** in the use of occupational personality assessments.
- **Develop practical skills** through a blend of taught content, group activities, and individual learning.
- **Learn how personality traits and values can inform** recruitment, coaching, and career development decisions.
- **Build confidence** in administering, interpreting, and providing feedback on personality assessments.
- **Qualify to purchase and administer the SOSIE** personality and values assessment.
- **Reduce reliance on external consultants** by developing in-house assessment expertise.

The BPS Test User: Occupational Personality training Covers:

1 **Foundations of Personality Assessment**
Explores the principles and best practices of personality assessment as defined by the British Psychological Society.

2 **Personality and Values Scales**
Develops understanding of personality traits and values, and how they contribute to workplace behaviour and motivation.

3 **Reliability and Validity**
Examines the psychometric qualities of the SOSIE assessment, including reliability and validity.

4 **Interpretation and Feedback**
Builds skills for interpreting assessment results and delivering meaningful, professional feedback.

5 **Ethical Administration**
Covers responsible assessment practices and the ethical use of personality tools in occupational settings.

6 **Practical Application**
Provides hands-on experience administering personality tools, delivering feedback, and preparing written feedback reports.



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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