



## WHAT WE STAND FOR:

**Think Global:** We recognise that Psychometrics is a global industry and strive to be a global leader in testing.

**Act Local:** We believe that psychometrics must have a local focus in research and delivery to be truly robust and address local decision makers requirements.

**Real Value:** We strive to provide a real return on investment through premium testing at a cost effective price.

**Intellectual Integrity:** Our tests will always be based on verifiable research following well-established psychological models not marketing whims.

**Practical Innovation:** We aim to continue to innovate in the testing arena providing applications that make psychometrics accessible for business.

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## Psytech: The New Global Force in Testing

**Welcome to Psytech International's inaugural quarterly newsletter.** With the launch of our new brand, our global expansion, and our growing range of 'best-of-breed' assessment solutions, it was time for the launch of a regular update. In each edition of 'Testing Times' we intend to:

- Review a piece of research or literature that may be of interest;
- Provide updates on any new test developments or product launches by Psytech;
- Present new distributors;
- Introduce you to a member of the Psytech team; and
- Provide you with the training dates across the globe

Welcome to the new look at  
Psytech International:

**Global Leaders in Local  
Assessment Solutions**

## INTERNATIONAL ASSOCIATE:



Based in Thailand, APMGroup is a leading training and consulting firm providing strategic organisational solutions in people development, human capital management (HCM), organisational development (OD) and assessment consultancy. APMGroup provide strategic organisational solutions that cover three main areas: Learning, Consulting and Assessment.

They offer signature products and services to specifically target development in Self and Relationship, Development Team, Performance Development, Leadership Enhancement, Strategy under |Constant Change and Creating a Coaching Culture. Visit their website: <http://www.apm.co.th/>

REVOLUTIONISING  
PSYCHOMETRICS:  
ADAPTGR

Psytech are excited to announce the launch of AdaptGRT, the latest and most sophisticated administrative method for cognitive ability assessment.

AdaptGRT is an intelligently designed psychometric assessment uniquely tailored to the ability level of each respondent. Based on Computer Adaptive Testing (CAT), AdaptGRT is an efficient way of yielding maximum information in minimum time.

Test difficulty is tailored to the ability level of each respondent by selecting items that meet content and "information" specifications. In this way, each test is individually designed to provide high accuracy and precision with far fewer items than would be required for a non-adaptive test. Research in the area of intelligence testing has repeatedly demonstrated that three aptitude domains most consistently correlate with general reasoning ability: verbal, numerical and abstract reasoning ability (Heim, 1970).

Consequently AdaptGRT is specifically developed to assess these domains of ability using a sophisticated and efficient method.



## What psychological models underpin the 15FQ+?

Understanding the psychological model and foundations behind our most popular personality assessment – the 15FQ+

**The very latest version of the 15FQ+ questionnaire provides a comprehensive assessment of personality. It is the very latest personality assessment based on the extensively researched 16PF model of personality. Listed below are some of the many studies demonstrating the relevance of the constructs measured by 15FQ+ to the workplace.**

**Austin & Murray (1993).** Personality Characteristics and Profiles of Employed and Outplaced Executives

It was hypothesised that "recently terminated executives have fundamentally different personality profiles than those of employed executives"... "results indicated

that recently terminated executive are identifiable as statistically different from employed executives on four of the primary factors of the 16 personality factors" (*fA* Empathic-Reserved, *fE* Accommodating-Dominant, *fM* Practical-Abstract, and *fO* Assured-Apprehensive)... "outplacement firms and psychologists working with recently terminated executives need to assist their clients in exploring and modifying these personality profile differences".

**"The 15FQ+ is based on one of the most extensively researched psychological models."**

**Dosajh & Gandhi (2008).** An Assessment of the Impact of Personality Traits on Job Performance in Banking Industry.

Their study deals with "the relationship between personality and job performance and productivity in public and private sector banks of India." The relationship was observed in terms of both Cattell's and Eysenck's personality factors. "Private sector bank managers are found to be stable, outgoing, socially bold and anxious or driven".... "All these traits of private sector bank managers, together, do positively affect the productivity level of the bank."

**Fahr & Irlenbusch (2008).** Identifying Personality Traits to Enhance Trust between Organisations

They "investigate an experimental representatives' trust game which resembles trust relationships between representatives of organisations". "Personality traits of subjects are elicited by Cattell's 16PF"... "Personality assessments constitutes a valid tool for screening individuals with abilities to exhibit trust and trustworthiness ... Individuals with low anxiety might be especially qualified to enlarge trust between organisations.



## Things you should know about GeneSys



### GENESYS HOT TIP

#### Customisation of test batteries:

GeneSys Online gives the user the ability to customise his/her own list of tests. This enables the user to tailor make a test battery from the extensive list of tests available on GeneSys. Furthermore this feature also allows users to remove unused tests from the list.

**GeneSys Integrated Assessment System** was first released in 1990. It was designed as a multi-test, multi-report flexible test management system. It is capable of administering, scoring and interpreting an extensive range of standardised assessments published by Psytech or third party publishers and authors. Since its release it has gone through numerous updates and has evolved into an extensive system. Below is a list of things that everyone should know about GeneSys:

#### GeneSys 3 and GeneSys

**Online:** GeneSys is available both online and offline. Data collected online can easily be transferred to GeneSys3 via the import function in data management from which it can then be output to other formats including excel.

**Norm Generation:** GeneSys 3 enables users to create user-specific norms. These can be quickly and effectively created allowing users to compare respondents against organisationally specific groups. The norm creation facility also provides for automatic collation of biographical data to allow more accurate identification of norm composition.

**GeneSys is a multi-test, multi-report test management system capable of administering and interpreting an extensive range of assessments**

**Open Group Testing:** Open Group testing is an online alternative to paper based group testing. It allows you to supervise the administration of a test or a battery to a sizable group from the comfort of the GeneSys control panel. The test administrator has full control over the respondents that they are supervising. Once the scene setting and test instructions have been completed, the administrators authorises respondents to start. Each respondent's actual progress can be monitored on the display panel. Once a test is complete a report can be requested immediately.

**iSupervise:** iSupervise is the first online testing platform to allow remote supervised assessment. It uses the latest in internet technology to protect against the risks of cheating, prevent security breaches, and to offer users total confidence in the validity of their assessment.

Using webcam technology and an integrated instant messenger, supervisors can communicate with applicants in real-time. With iSupervise administrators always retain full control of each applicant's test as if they were in the room with them. iSupervise fully supports over 40 psychometric tests covering personality, aptitude & ability, interests & values, and advanced computer



## GenEd – CXL

In collaboration with Psytech, CXL has developed an innovative psychometric assessment tool to measure the abilities and vocational interests of young people and adults.

### What GenEd does?

The GenEd software has been specially adapted to offer a flexible and cost-effective 'one stop shop' for initial assessment, guidance and development. There is no pass or fail with the assessment and when used for selection purposes, the results provide guidance, together with other relevant supporting information e.g. work experience, interviews, application forms etc.

GenEd has been designed to accurately predict career suitability and training aptitude to assist careers guidance and advice specialists, education and training provider networks and employers.

The report provides direct predictions of likely success in various occupational areas and NVQ programmes in addition to narrative covering work needs and interests. The assessment tool relies on either online, computerised or paper based, methods of administration with software that is user friendly that takes care of the entire process –from scoring, interpretation and data management.

### GenEd Assessments

GenEd's occupational interest profile has been developed so that only a basic level of education is required to complete it. The general ability assessment battery spans verbal, numerical and abstract reasoning. It explores an individual's ability to think logically using words, numbers and abstract concepts, assessing competence in understanding and developing logical arguments and solving complex logical problems. The combined tests take into account educational factors as well as natural or fluid ability levels. As such they are ideally suited to assess individuals of various educational backgrounds and cultural groups.

GenEd is already being used by a number of Connexions Services and Education and Training Providers in the U.K. Positive feedback from clients has lead to current research into the addition of further test options e.g. *Clerical, Mechanical Reasoning, Spatial Awareness* etc.

Existing users of the assessment tool consider GenEd's key benefits to include the following:

- Enhances the overall quality of vocational decision-making.
- Provides reliable and valid tests, which identify competence levels, relevant skills and occupational preferences.
- Offers objective insights, which can reveal hidden potential and the need for further investigation.
- Achieves a positive impact on targets e.g. retention.
- Allows partner organisations to reduce levels of duplication and re-assessment.

### GenEd in Lancashire

Ten Work Based Learning providers within Lancashire use the GenEd assessment software. It's an invaluable tool in placing young people onto the most appropriate level of training and relevant occupational area.

All the providers share assessment data via a centralised assessment database provided by CXL. The GenEd Model that has been created in Lancashire allows users to share information where appropriate, thus reducing the replication of assessment. This means that if a respondent sits an assessment at one provider those results are shared with other providers which the respondent applies and they only have to sit the assessment once.

The central database within Lancashire currently holds over 30,000 assessment results with 5355 assessments carried out in the last 12 months.



### MONTHLY Q & A

**Question:** Do people have a work personality?

**Answer:** No

The concept of personality transcends such artificial boundaries as our work or home life. The flexibility to adapt one's behaviour in different situations or not is merely one aspect of personality, and it is not necessary to create a whole new personality questionnaire to cover it.

**Our position:** Tests published by Psytech are derived from psychological models that are well supported by rigorous, independent research. We offer the choice of personality tools that are underpinned by the 'big 5' model of personality as well as a 'work personality' profile.

## Latest Trends and Updates

### MEET THE PSYTECH TEAM



#### LORRAINE HORNSBY

Lorraine Hornsby previously worked in business banking for 29 years, before joining Psytech International in April 2008, as Training Co-ordinator.

Her role involves preparing course materials and organising our training events. Having attended our Level A and B training course herself, she has the expertise to provide the delegates with support and guidance to help them towards completion.

She enjoys her role here and wishes she had left the bank years ago!

### The New Psytech International

**It is all about the New!! Psytech have a number of innovations coming your way:**

- |                                 |                         |
|---------------------------------|-------------------------|
| ✓ New fresh and vibrant website | ✓ New tests             |
| ✓ New reports                   | ✓ New technical manuals |
| ✓ New online interface          | ✓ New technical board   |
| ✓ New online training           | ✓ New innovations       |

- **Welcome Jessica Wheeler:** In April, the U.K. office welcomed Jessica Wheeler to the team as the new trainee occupational psychologist. She is looking forward to starting the process of gaining her Chartership and working closely with our team of psychologists on our expanding range of assessments.
- **Genos Emotional Intelligence Assessment:** Psytech have recently successfully negotiated the inclusion of the Genos EI assessment into our suite of tests. Genos is a recognised leader in the assessment of EI and this fills a gap in our testing suite measuring one of the most popular psychological constructs of recent times.
- **Health and Safety Indicator (HSI):** Psytech have just released a new measure to look at dispositions to health and safety in the workplace. Backed by a mountain of research the new HSI (Health and Safety Indicator) addresses failings of other safety assessments in that it combines cognitive and other skills with personality dispositions to provide a thorough and robust assessment of safety related behaviours. Ask your local solution provider about the HSI today.
- **New Distributors:** We would like to welcome on board our new global distributor, Brazil (DA Consulting). This company along with over 20 countries in which we operate will be covered in upcoming issues of 'testing times'.
- **Support:** Psytech have just re-launched their support website that allows for immediate logging of any errors users may find. This website is available 24/7 and is checked regularly from different global locations where our IT team operates from - [www.genesysonline.net/support](http://www.genesysonline.net/support)

## Upcoming Training Dates

Location	Course	Jun	Jul	Aug	Sept	Oct	Nov	Dec
United Kingdom	Test Administration	17			17		30	
	Level A ONLY	3-5		5-7		7-9		2-4
	Level B Intermediate ONLY	8-10		10-12		12-14		7-9
	Level A & B Intermediate	3-5 & 8-10		5-7 & 10-12		7-9 & 10-12		2-4 & 7-9
	Level B Intermediate Plus ONLY	Please contact us for dates.						
New Zealand	Test Administration	8	6	3	7	5	2	
	Test Interpretation	5-7	9-11	7-9	4-6	8-10	6-8	3-5
	Interpretation Follow Up	12	10	7	11	9	6	
South Africa (Cape Town)	Level A & B					21-23 & 26-28		
	GeneSys assessment and systems (advanced)				17			
	GeneSys Profiler				18			
Australia (Ranstad Sydney)	Test Administration	23			8		24	
	Genesys Interpretation (Stage 1)	7-9			22-24			1-3
	Genesys Interpretation (Stage 2)					1		
Dubai	Level A				29-1		10-12	
	Level B					4-6	15-17	
Singapore	Level A & B				9-11 & 14-16			

### HOW WE LIVE OUR VALUES

#### Local Provider Local Solution:

Psytech does not believe that local markets are best served by global solutions. All tests should demonstrate application to local market needs.

#### Global Network:

The local distributors of Psytech together form a global network of dedicated testing providers. Through shared experience around common goals Psytech is a global company that has been built by local providers.

#### Making Psychometrics Affordable:

Psytech have been instrumental in all markets at making psychometrics accessible for all organisations.

#### Model based Psychology:

Psytech continues to only use models that are well supported by solid academic research.

#### Leading Innovator:

Psytech continues to innovate in the technology based testing arena.

#### Professional Standards:

Psytech are committed to up-holding the highest professional standards that promote the discipline of Industrial and Organisational Psychology.



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