### PDP: Testing and Assessment 2

* **HPCSA Domain:** Testing and Assessment
* **Number of days exposure:** full-day (8 hours) – HPCSA requirement (50 days)
* **Summary of workshop 1 (08:00-12:00):** The workshop will be focused on introducing the organisation (Psytech) and provide an overview of the available measures (personality, cognitive and development measures). Additionally, the interns will be sent a link to complete the 15FQ+ prior to the session, where they can complete the assessment and will be forwarded their results. The session will further provide an in-depth lecture on the 15FQ+ (constructs, measured, reliability, current validity research). The session will conclude with a case study, concerning goodness of fit for a position, where the intern/student will be provided with a job description and psychometric results and be asked to interpret the profiles and make recommendations.
* **Summary of workshop 2 (13:00-17:00):** The workshop will be focused on the use of assessment instruments distributed by Mindmuzik Media with the specific focus on the following:
* NEO Personality Inventory
* Work Styles Questionnaire
* Stress Profile

The workshop will be of a practical nature and the interns will be given the opportunity to complete, score and interpret two of the abovementioned assessment tools, i.e. The Stress Profile and NEO Personality Inventory. The workshop will provide a comprehensive overview of the following aspects of each of the assessment tools discussed.

* Background of the test
* Statistical information i.e. reliability and validity
* Understanding assessment constructs assessed
* Interpretation of scores
* Reporting of assessment results
* Practical application of the assessment tool i.e. clinical and organisational context

The workshop will provide the interns with the following:

* How to use the assessment tools
* How to score and interpret the assessment tools
* Report examples for each assessment tool
* Identifying aspects such as personality style, achievement motivation, interpersonal style, coping style, problem solving style, level of drive and motivation, etc. from the assessment tools