

CPI 260[®] Qualifying Programme

Reliable insights that improve performance

One of the world's leading selection questionnaires

Building on the exceptional history, validity and reliability of the California Psychological Inventory[®] (CPI[®]) instrument, the CPI 260[®] assessment opens a new window into understanding behaviour. Accurate and objective, the CPI 260 questionnaire provides an in-depth measure of professional and personal styles and offers a vibrant portrait of the individual as seen through the eyes of others.

Business applications of the instrument include: recruitment and selection; management and leadership development, and individual development and executive coaching.

CPI 260

Is this programme for me?

This programme is for you if you are involved in senior-level recruitment and development. This programme is open access, which means that you do not need any previous knowledge or experience of psychometrics to attend.

Why should I attend?

Becoming qualified in the California Psychological Inventory[®] (CPI[®]) instrument equips you to engage in selection, talent identification and management development interventions, at even the most senior levels, with tremendous depth of insight and analysis. The CPI 260[®] instrument opens up a new window into understanding personality, offering a comprehensive view of an individual's behaviour.

What are the benefits for me and my organisation?

On completion of this programme, you will:

- A clear understanding of the construction and scales of the CPI questionnaire
- Proficiency in interpreting and feeding back
- An understanding of how to apply the CPI instrument in selecting managers and identifying leadership and management potential
- A certificate confirming your qualification to purchase and use the CPI



What will I learn?

- Initial contracting skills relating to the use of the CPI 260 questionnaire
- Administration skills
- Skills to conduct in-depth analyses of CPI 260 profiles
- Best practice for professional, comprehensive feedback sessions
- How to interpret a wealth of research evidence establishing the link between the CPI 260 and long-term job performance and career attainment
- How to apply the CPI 260 tool in recruitment, management development and organisational development situations

Duration
3 days
Location
In-house

Programme outline

This programme uses a variety of training methods, including visual media interactive exercises, group work, presentations and observed feedback sessions by experienced CPI practitioners.

Some pre-work is required, including completion of the CPI 260 questionnaire. Participants must successfully complete the practical assessments to demonstrate their competence and achieve the CPI 260 instrument qualification. The following areas will be covered:

- Background of the instrument and introduction to the scales
- Analysis of participants' profiles
- Administration, scoring and understanding profiles
- Feedback and interpretation skills
- Contracting and administration issues
- Ethical use of the instrument

What materials will I receive?

- A CPI Client Feedback Report based on your own CPI 260 results
- A CPI Coaching Report for Leaders based on your own CPI 260 results
- A comprehensive CPI 260 manual
- A demonstration DVD showing a model CPI 260 feedback session
- Free registration on OPPassessment, OPP's online administration tool, including two free electronic CPI reports
- A practitioner 'CPI 260 starter pack' including supporting materials and online resources

What are the pre-work requirements?

- Complete the CPI 260 questionnaire
- Complete pre-course reading
- View a model CPI feedback session on DVD

Dates & Prices

This training programme is available in-house at a venue of your choice. This is a great way to build the pool of specialist expertise you need to obtain maximum value from your use of psychometric instruments. Benefits to this approach include:

- Flexibility – can be run on dates that fit your schedule
- Value – can cost significantly less per participant
- Quality – can increase employee motivation and improve teamwork within your organisation

How can I book?

- Call our Customer Support team on **0845 603 9958**
- Email enquiry@opp.eu.com

For more information about training programmes and products visit our website at www.opp.eu.com or speak to our Customer Support team on **0845 603 9958**.