

Talent identification: using the 16PF[®] instrument in selection & assessment

About the 16PF instrument

The 16PF[®] instrument is a robust measure of personality traits. It was developed by Raymond Cattell in 1949 and is available in UK English and many other languages. The current fifth edition is one of the most valid predictors of human behaviour and based on over 50 years of research and testing.

The questionnaire assesses an individual's personality against 16 personality factors. This provides a valid and accurate predictor of future behaviour and is ideally suited for selection, development, executive coaching and teambuilding.

Who can attend?

This programme is suitable for 16PF qualified practitioners, who are responsible for talent management, recruitment and resourcing, involved in interviewing candidates and assessing at or designing assessment centres.

Programme dates

Please visit our website to view our 2009 training dates at www.opp.eu.com/calendar.

Fee

Please visit our website to view our full price list at www.opp.eu.com/pricelist.

How to book

By telephone

Call our Learning Operations team on **0845 603 9958**.

Online

Book online at www.opp.eu.com/shop.

By email

Send an email including course and participant details to learning@opp.eu.com.

By fax

Complete the programme booking form and fax to **01865 511222**.

By post

Complete the programme booking form, enclosing a cheque or credit card details and send it to the address at the end of this info sheet.

Locations

Dublin, Edinburgh, Leeds, Oxford

Also available as an in-house programme for organisations with several participants (see over).

Programme outline

This programme uses a variety of learning methods, including interactive exercises, group work, presentations and real-life practice sessions.

Throughout the day, participants will learn the following skills:

- matching competencies to the 16 Primary Factors
- avoiding the pitfalls occasionally encountered when using personality questionnaires in recruitment and assessment
- interpreting profiles completed by candidates who have consciously distorted their responses, and managing this in a feedback session
- using the instrument to identify areas that need to be probed further during a structured interview
- sharing outcomes of the completed questionnaire with assessors who have little or no knowledge or experience of personality questionnaires
- using OPPassessment in recruitment and assessment, including online administration, interview prompts and campaign management.

Benefits for you and your organisation

This programme will build on the extensive knowledge gained from the 16PF Qualifying Programme, and develop the skills and experience you need to use the instrument as part of a selection or assessment programme.

On completion of this programme, you will:

- be able to map the 16PF factors onto your organisation's competency framework
- apply the instrument within a talent management programme, selection or assessment situation
- use your knowledge of the instrument to interpret profiles, conduct a candidate assessment, and make recruitment recommendations to senior stakeholders who are not 16PF qualified.

OPP[®] Ltd

With expertise in applied business psychology, OPP enables organisations, teams and individuals to improve their effectiveness. Client solutions are delivered through the capabilities of our consultancy and learning services and a portfolio of world-renowned psychometric instruments. OPP works with companies in the UK and the whole of Europe through a network of regional partners and offices. Visit www.opp.eu.com, email enquiry@opp.eu.com or call one of the national rate numbers listed below for information on the full range of OPP products and services.

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Do you have six or more people who wish to attend? Why not try one of our in-house programmes?

OPP has many years' experience of providing 'in-house' programmes for clients, where one of OPP's renowned psychometric programmes is run exclusively for your employees at a venue of your choice. Benefits include:

flexibility – date and venue to suit you, and tailored to your organisation's needs

value – cost per participant significantly less, relevant to your organisation and its issues

quality – increase employee motivation and improve teamwork within your organisation.

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