

Aptitude and Ability Workshop Agenda

Unit 1 – The nature of psychological testing

1. The development of occupational testing
2. What are psychological tests?
3. Categories of tests
4. Areas of application
5. Aptitude and ability tests

Unit 2 – The importance of reliability & validity

1. Correlation – the study of relationships
2. Significance levels
3. Reliability
4. Validity
5. Test generalisation

Unit 3 – The basic principles of scaling & standardisation

1. The normal distribution curve
2. The spread of scores
3. Confidence limits
4. Standardising scores

Unit 4 – Test administration & scoring

1. The four stages of test administration
2. Preparation
3. Administration
4. Completion of procedures
5. Scoring

Unit 5 – Thomas Aptitude & Ability tests

1. TST and GIA test development history
2. TST and GIA test descriptions
3. TST and GIA test administration
4. TST and GIA test scoring

Unit 6 – Interpretation & use of scores

1. TST and GIA summary
2. Types of scores
3. Interpretation of scores
4. Use of scores

Unit 7 – Feeding back test results

1. Using the test results
2. Benefits of feedback
3. Goals of feedback
4. Stages of feedback
5. Additional questions for specific tests
6. Feedback exercises

Unit 8 – Reference section

1. Maintaining test security
2. Test session planning schedule
3. Example invitation letter
4. Example TST log sheet
5. Dyslexia and occupational testing