KCP Newsletter

Bouncing Back Edition

Modern Trainability Testing: unique training from KCP

Many years ago, when I was a newly qualified occupational psychologist, I had the great good fortune to be seconded to work with Sylvia Downs at the Industrial Training Research Unit, UCL.

Sylvia was a psychologist of immense intellect and an infectious passion for training in the workplace.

(She was also someone with immense tolerance for young upstarts!)

Amongst her many lasting contributions to the field of occupational psychology was her pioneering concept of "trainability testing".

Conventional testing has always focused on trying to predict a candidate's ability to do a job - how well is this person likely to perform on their first and subsequent days in the role?

But, in many circumstances, we are not expecting the successful candidate to hit the ground running. They need training and, equally, they need a flavour of the working environment.

Trainability testing has the benefits of:

- Focusing on a real element of training

- Providing training on a critical aspect of learning the task

- Assessing candidates against the actual criteria for a successful training outcome

- Giving a "realistic job preview"

Trainability testing works. It has high validities - test ratings and training ratings correlate highly.

Candidates who perform poorly often withdraw from the selection process, recognising that the task/environment/attributes required are not for them.

During my time in the pharmaceutical industry I developed a number of trainability tests and the results from these far exceeded those of the previous conventional selection procedures.

KCP's unique Modern Trainability Testing programme is on a special launch offer of just £750 + VAT

In addition, we are offering a full consultancy service in trainability test design for £8,000 + VAT per test.
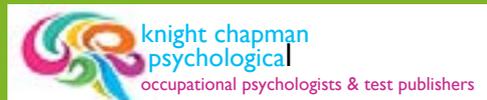
Please email andy@kcpltd.com

Inside:

Advanced Problem Solving Tests
New Edition

Situational Judgement Inbox

Extra Time Tests

Candidate Experience Upgrades

Career Preferences Profiler

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Advanced Problem Solving Tests - New Edition

The Advanced Problem Solving Test (APST) battery has been completely updated.

Developed for senior manager assessment, this battery can also be used with exceptionally able graduates.

Unlike other tests, the APST uses an integrated scenario of information that candidates then have to distil and manipulate in a way that reflects real life working. In other words, rather than ask candidates to resolve discrete, unrelated problems, candidates are working within a known context.

The scenario consists of a charitable organisation working in a fictional developing country. This scenario is relatively neutral and does not require any specific prior knowledge.

There are four tests in the battery:

- **Verbal Critical Reasoning** - the ability to think logically and avoid making assumptions

- **Numerical Critical Reasoning** - the ability to manipulate numerical, financial and graphical data

- **Creative Problem Solving** - the ability to generate large numbers of ideas; to think laterally; and, to demonstrate originality of thought

- **Written Communication** - the ability to write cogently and engagingly at a high level

This battery is valuable in any high stakes selection decision. It has the really important benefit of assessing both convergent thinking (VCR & NCR) and divergent thinking (CPS & WC). There are few test batteries that measure both dimensions.

We contemplated adding an "Abstract" reasoning test to the battery. However, the evidence for these kinds of tests is scant. Research that we conducted a few years ago with a commonly used abstract reasoning test failed to show any significant correlations with criterion measures of senior manager job performance.

The 2021 edition of the APST incorporates our new design - test items are shown alongside the background information. This allows the candidate to focus on just one browser tab and enables them to quickly scroll through the scenario thus maximising the time to consider, and respond to the questions.

A big "Thank You" to all our loyal clients who have supported us during the Covid pandemic.

Situational Judgement Inbox

Ventura, our situational judgement inbox activity, is a versatile member of our simulation family. Unlike conventional SJ activities candidates do not simply make a single choice. Instead they are obliged to deal with CONSEQUENCES.

Each decision that they take will generate an outcome that has to be addressed, and this in turn causes a new set of consequences.

This approach maintains KCP's longstanding view that the assessment of decision making should explore the results of judgements that have been made previously.

Extra Time Tests

All non-managerial test logins now automatically generate an additional "extra time" login for candidates who have learning disabilities.
If you are using logins that you had prior to this year, please let us know. and we will provide you with new ones.

Career Preferences Profiler

The pandemic has seen a significant uptick in people exploring new career and lifestyle options.

Some of this has been intentional although sadly for some it has been forced upon them.

Our Career Preferences Profiler (CPP) is a popular and highly accessible questionnaire that provides intelligible suggestions about personality preferences and related career options.

For many years we have partnered with a well-known national charity that provides vocational support for ex-service personnel.

A study that they carried out found that after a 12 month period the majority of respondents in the study had taken up employment in a role that matched their highest scoring preferences in the CPP.

Candidate Experience

We have upgraded all our substantive questionnaires (MAPP, MAPP-8, PMP etc) to incorporate a periodic message flagging up the candidate's speed of response.

It is known that slower response speeds on untimed, self-report questionnaires can be associated with distortion.

Similarly, we have upgraded all ability tests to have a more visible countdown timer.

Although, a clock has always been visible, we have changed the positioning so that it is even more obvious.

All simulation activities have been upgraded too.

For example, when working with inboxes, candidates now see a "preview" of the email content alongside their email listing. This, of course, mirrors the appearance of most email clients.