



Program Overview

Certified Psychometric Test Professional

handover

Efficiency ... from Hire to Retire

Handover Consulting ...

“Handover Consulting was initiated to partner with companies across the Middle East and provide them with unique and competitive consulting solutions to address their Recruitment and Human Resources challenges. Our team of specialists has been engaged with a number of multinational, regional , and local establishments and accordingly bring along solid operational and consulting capabilities in their areas of expertise.

Our vision for Handover Consulting is to become one of the leading and trusted consulting partners in Recruitment and Human Resources serving small, medium, and enterprise firms across the Middle East.

We would be honored to have the opportunity to be part of your successful future and for you to be part of our successful stories. We would love to provide you with more details on our services.

Please do not hesitate to contact us for further details or enquiries.”

Ali S. AlJa'bari
Founder and CEO



Program Highlights ...

- **Program Overview:** The Certified Psychometric Test Professional (CPTP) program aims at educating and coaching (with practical examples) participants about different aspects related to Psychometric Testing including psychological techniques, types of Psychometric Tests, personality styles, and effectivity of tests. At the end of the program you will be able to design and conduct effective Psychometric Tests at your own organization.
- **Simple Certification Process:** The program comprises of 2 days of training workshop on the concepts and approaches related to Psychometric Testing. Afterwards, participants are requested to apply the learned concepts and approaches into a practical project which upon successful evaluation would qualify them with the internationally recognized title Certified Psychometric Test Professional (CPTP).
- **Delivered by HR SME Consultants:** The program is delivered by extensively experienced HR Consultants of **Middle Earth HR**, one of the largest specialist training, education and knowledge support companies for HR professionals worldwide and is considered to be the world's 7th largest HR Training firm.
- **International Accreditation:** The Certified Psychometric Test Professional (CPTP) certificate is internationally accredited by **Carlton Advanced Management Institute (CAMI)**, a global research body operating in the United States with the objective of conducting researches and development of special subjects in Human Resources.



Advantages of the program ...

- **Comprehensive Course Material:** During the program you will be provided with a comprehensive information packed courseware which will be easy to re-use, reference, and share at the workplace or at home.
- **Networking Opportunity:** The program will be attended by many senior and junior HR professionals from various locations and industries. During the program, you will have the opportunity to network with these HR professionals and understand the type of Psychometric Testing issues and practices used in their environment.
- **Consulting Opportunity:** As the program will be delivered by extensively experienced HR Consultants, you will have the opportunity to discuss, consult, and relate to Psychometric Testing issues at your work place and understand how such issues would be resolved.
- **Learning Best Practice Approaches:** Throughout the program, you will have the opportunity to learn various concepts related to Psychometric Testing as well as best practice approaches on how to conduct effective Psychometric Tests.
- **Professional Branding:** After successfully completing the program, you will have the opportunity to brand yourself with the title Certified Psychometric Test Professional (CPTP).



A simple and practical certification program ...

- The program is designed in a simple approach which ensures educating participants with the subject's concepts and best practices and testing their understanding through their successful completion of a practical project.

Training Workshop

- 16 hours of training workshop (2 full training days).
- The Course Outline, highlighted in the next slide, will be delivered in the workshop
- Practical examples will be provided throughout the workshop.
- Team activities will be assigned.
- Best practice concepts and approaches related to Psychometric Testing will be provided.

Guided Project

- 2 to 3 project options will be provided at the end of the training workshop through which participants will reflect their understanding and ability to apply the concepts of the learned material.
- Participants need to submit the project within 60 days.
- Participants will be provided with sample projects for reference.



Certified Psychometric Test Professional (CPTP)



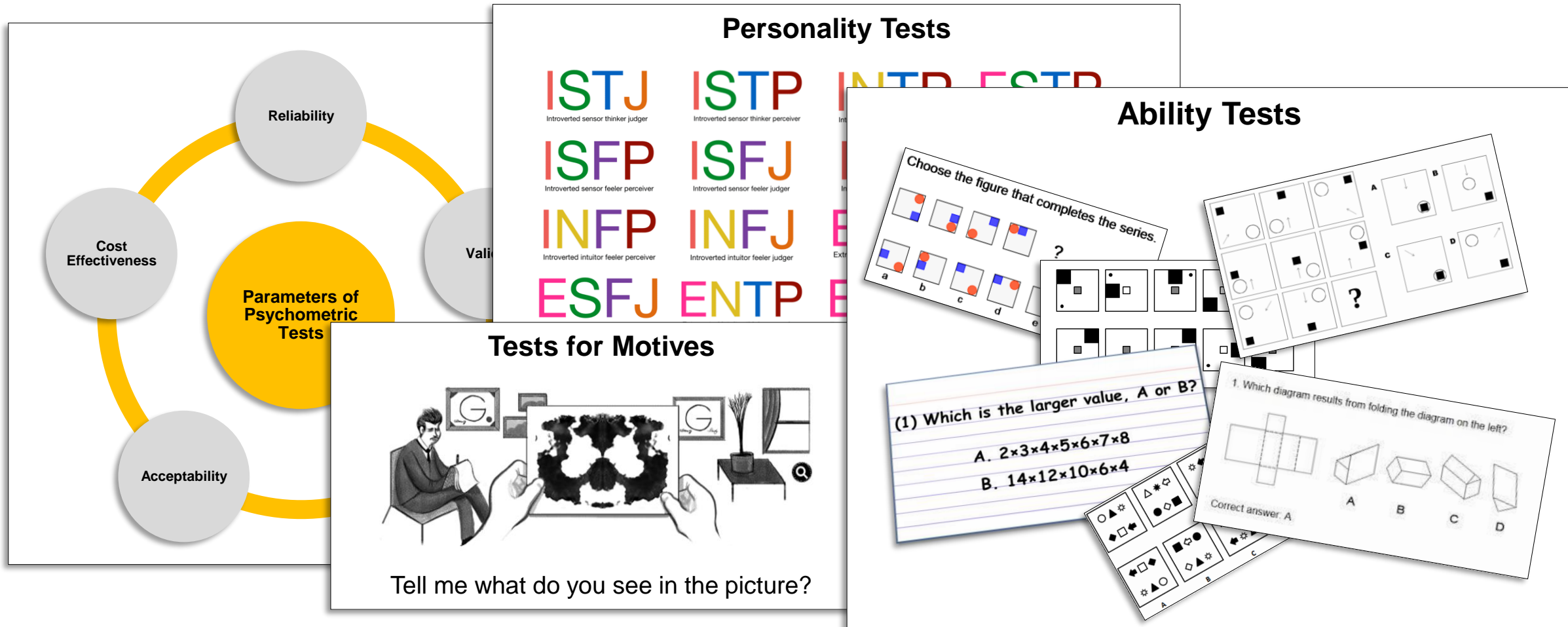
Course Outline to be delivered in the Training Workshop ...

- Below is the outline of the course that will be delivered during the Training Workshop:

Module 1: Overview of Psychology	Module 2: Psychometric Assessment Overview	Module 3: Categories of Tests
<ul style="list-style-type: none">Psychology basicsSigmund FreudCarl Gustav JungAlfred AdlerBurrhus Frederic Skinner	<ul style="list-style-type: none">Psychometric AssessmentUnderstanding the Psyche/MindUnderstanding CompetenceWhat to AssessWhy to AssessMetricization: Establishing Fair Psychometric Assessment	<ul style="list-style-type: none">Categories of TestsCommon Projective TestsSelf-Report or Inventory Tests
Module 4: Tests for Traits – The PSI	Module 5: Tests for Motives – The TAT Test	Module 6: Motivational Analysis Using Career Anchors – The RSI Test
<ul style="list-style-type: none">PSI - A Brief HistoryHow to Analyze the PSI TestDimensions of the TypologyPersonality TypesUses of PSI	<ul style="list-style-type: none">History of the TAT TestUnderstanding TATAdministering the TestsScoring and Report Writing	<ul style="list-style-type: none">Understanding MotivatorsModified Career Drivers Instrument
Module 7: Ability Testing		
<ul style="list-style-type: none">Ability TestsSpecific Cognitive TestsSample Tests Used in Organizations		



Sample Concepts that will be discussed during the program ...



What Participants said about the CPTP program ...



"Fantastic workshop. Really enjoyed learning about Psychometric Tests."

*Anjali Jayanth
Senior Talent Acquisition Specialist, Dubai Airports*



"Very informative and knowledgeable program, especially helpful for managing recruitment."

*Nigel DSouza
Senior Manager Talent Acquisition, Dubai Properties*



"Very informative and had a great time."

*Ashwini Pavithran
Recruitment Manager, Johnson Controls*



"Very good & insightful. The program built & increased my knowledge in psychology and testing."

*Antara Saha
Regional Training Manager, Middle East, VFS Global*



"Good program. Very thorough on the types of tests & how to use them."

*Darrell Olson
HR Development Manager, Global Aerospace Logistics LLC*



"This program has given me knowledge & working understanding of the Psychometric tools. I am excited to take this back to my work to witness the benefits & outcomes of the program."

*Melissa Fernandes
HR & Training Manager, zoOceanarium Group*



"Great program. Very relevant to my role & gave me an in-depth understanding of the subject in the context of recruitment. Content is heavy & material is immense & all very meaningful."

*Sonali Bhaumik
Learning & Development Manager, Emirates Islamic Bank*



"The program opened up information related to the Psychometric Testing process & gave a fair piece of insight. I learned about 3 to 4 methodologies of testing."

*Midhun Mampilly
HR & Administration Manager, DAMAC Properties*



We offer flexible program delivery options ...

- We have designed two key delivery options for the program in order to be convenient to individuals as well as corporates.

Program Delivery Option	Schedule	Location/Venue	Pricing
<ul style="list-style-type: none">▪ Company Specific Program: in this option a company would be interested to have the program delivered specifically for their HR employees. A minimum of 5 attendees is a must.	<ul style="list-style-type: none">▪ The program can be scheduled as desired by the company and the duration can be extended as seemed suitable by the company.	<ul style="list-style-type: none">▪ The company will have the option to decide the location and venue in which the program will take place.	<ul style="list-style-type: none">▪ The pricing of the program will depend on the number of participants, and location and shall be negotiable.
<ul style="list-style-type: none">▪ Public Program: In this option the program is scheduled at a specific location and venue and any HR professionals will have the opportunity to register and attend the program.	<ul style="list-style-type: none">▪ The program will be delivered in 2 days as per the announced schedule.	<ul style="list-style-type: none">▪ The program will typically be hosted in a hotel as per the announced location and venue.	<ul style="list-style-type: none">▪ The price of the program will be inclusive of the training workshop, lunch during training days, and certification and shall be priced as announced.





Contact us now

We would love to provide you with more details on our services. Please do not hesitate to contact us for further details or enquiries.

Tel: +962 (6) 5335420, Mobile: +962 79 5066371

enquire@handover.consulting

<http://handover.consulting>

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