5-DAY INTENSIVE TRAINING WORKSHOP

Certified Psychometric Assessment & Talent Alignment

Decode human potential and align talent with precision-driven insights.



GLOBAL TRAINING INSTITUTE

Course Description

The **Certified Psychometric Assessment & Talent Alignment** program helps HR and talent professionals apply psychometric tools to improve hiring, development, and retention decisions. This course offers hands-on techniques for selecting the right assessments, interpreting results, and using data to align people with roles. Participants will learn to integrate assessments into workforce planning, leadership development, and succession strategies—ensuring fairness, legal compliance, and real business impact.

Who Should Certify

This certification is ideal for:

- HR professionals and HR Business Partners
- Talent acquisition specialists and recruiters
- Organizational development and L&D professionals
- Business managers involved in hiring or development
- Psychologists seeking applied tools for workplace assessments

Course Objectives

Upon completion of this certification, participants will be able to:

- Choose the right psychometric tools for hiring and development
- Understand reliability, validity, and how to evaluate test quality
- Use assessment results to make informed talent decisions
- Integrate psychometric data into succession, leadership, and team planning
- Ensure ethical and legal compliance during assessment use
- Use AI and analytics to improve accuracy and reduce bias
- Show the ROI of assessment-based talent strategies



Course Content

Module 1: Understanding Psychometric Assessment

- Basics of psychometrics and test quality
- Key terms: reliability, validity, norms, percentiles
- Types of assessments: self-report, cognitive, personality, behavioral
- Legal and ethical use of assessments

Module 2: Choosing and Using Assessments

- Cognitive ability tests for technical and leadership roles
- Personality tests (e.g., Big Five, Hogan, OPQ) for workplace behavior
- Situational judgment tests for decision-making and safety roles
- Motivation and integrity tests for job fit and ethics
- Using 360° feedback for leadership development

Module 3: Aligning Assessment with Talent Strategy

- Linking assessments to job roles and competency models
- Building custom assessment packages for different levels (entry to leadership)
- Using assessment centers and structured interviews
- Predicting performance and retention using assessment data
- Identifying high-potential employees and designing development paths

Module 4: Trends, Technology & ROI

- Using adaptive testing and game-based assessments
- How AI tools support assessments
- Managing risk and bias in AI-driven evaluations
- Integrating assessment results into HR platforms (HRIS, PMS)
- Measuring and reporting ROI from talent alignment initiatives



Certificate Accreditations

The Certificate **Certified Psychometric Assessment & Talent Alignment** course equips participants with key skills and knowledge for career success. It enhances credibility and provides insights into industry standards. Through theory and practical application, it prepares individuals for real-world challenges, offering expert instruction and networking opportunities.

This course will be accredited by one of the following organizations. Please contact us for more information.

Cambridge Training College Britain

INSTITUTE OF SUPPLY CHAIN MANAGEMENT MENA

IBIU UNIVERSITY



Contact Us:

+971 54 244 8677

info@gtidubai.com

www.gtidubai.com

facebook.com/gtidubaii/

x.com/gtidubai

instagram.com/gtidubai/

linkedin.com/company/gtidubai