



**Saville**  
assessment

# Psychometric Testing Training

2025



[savilleassessment.com](https://savilleassessment.com)

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# Introduction



## Award-winning products

Gain immediate access to the industry-leading Wave® personality questionnaires and Swift ability tests, as well as the knowledge and skills to confidently use them in the workplace to transform how you hire and develop your talent.



## Highly-experienced trainers

Our assessment tools are researched and developed in-house making our course directors true subject matter experts who use the tools with clients daily.



## Exceptional resources & ongoing support

All of our psychometric training courses include a complimentary assessment starter pack and access to our exclusive members area. Our team will also be on hand to support you through the E-learning modules should you need it.



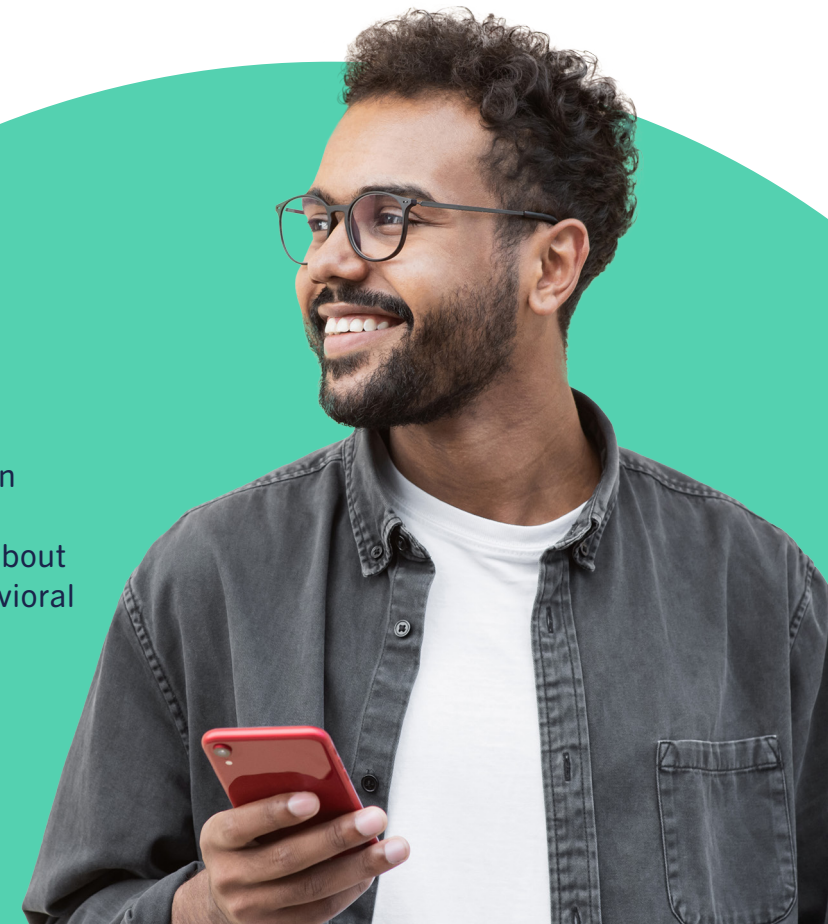
The  
British  
Psychological  
Society



Our Test User: Occupational Ability & Personality and Wave Transfer courses confer eligibility for full BPS and EFPA accreditation.



“The tools were great in giving us detailed and accurate information about each individual’s behavioral preferences and their abilities.”



# Flexible learning options

Minimize your time, maximize the impact

We appreciate that your time is precious; that's why we've made our psychometric testing training courses even more flexible, allowing you to fit them around your work and personal commitments.

Our flexible learning options offer a blend of online E-learning modules with virtual training sessions alongside other delegates, led by our highly experienced tutors. See the following pages for specific course outlines and formats.

The process:

## Step 1



### E-learning modules

Our E-learning modules teach you the theory behind our assessments and can be completed at your own pace, with a designated consultant on hand to help you every step of the way.



## Step 2



### Virtual tutored online training

Our tutored virtual sessions make use of polls, quizzes and virtual break-out rooms for group work, giving you the full face-to-face training experience virtually.

#### Express course

Our express course consists of back-to-back virtual tutored sessions to get you up and running with our assessments quickly and efficiently.

#### Modular course

Our modular approach consists of multiple half-day sessions allowing you to fit this certification around your busy schedule.

OR

“

Saville Assessment have produced a range of Wave reports that are truly innovative and provide clear insight.”



# Swift Aptitude & Wave – Test User: Occupational Ability & Personality

(UK-based Practitioners/Formerly BPS Level A&B)

Upon completion of this combined online course, you will gain immediate access to our suite of aptitude tests, behavioral screeners and the Wave personality questionnaires, recognized for being the best predictors of workplace performance and potential.

## Key learning objectives

- Ensure a fair and lawful selection process
- Build efficient and robust screening processes
- Practice personality profiling techniques
- Delve into individuals' workplace personalities
- Prepare and deliver high-quality performance feedback

This course requires no previous psychometric testing experience and is suitable for HR, recruitment and talent professionals looking to equip themselves with the best tools for hiring, building and leading their talent.

## Step 1



8-12 hours of E-learning modules

**Please note:** The E-learning modules must be completed successfully ahead of attending the virtual tutored sessions. Our virtual tutored session can either be split over two sets of dates or combined. Where a delegate chooses to complete across two sets of dates, the ability component must be completed before the personality one.



On request, Step 2 of this course can be facilitated by our trainers for groups of 3 or more, on a date that suits you.

## Step 2



Virtual tutored online training

### 2025 Express course dates (2.5 days)

7th - 9th January

11th - 13th February

18th - 20th March

### 2025 modular course dates (4 x half-day sessions)

14th, 21st, 28th January & 4th February  
(9am - 1:30pm GMT)

19th, 26th February & 5th, 12th March  
(1pm - 5:30pm GMT)

## Assessment starter pack

All Test User: Occupational Ability & Personality course bookings include an exclusive assessment starter pack worth £650:

- Hire Talent Interactive Card Deck
- Build Talent Interactive Card Deck
- 3 x Work Strengths Behavioral Profiles
- 3 x Wave Professional Styles Expert Reports

# Swift Aptitude – Test User: Occupational Ability

(UK-based Practitioners/Formerly BPS Level A)

This course certifies you to use our industry-leading aptitude tests. Suitable for a wide-range of job roles, they are proven to improve the caliber of shortlisted candidates, minimize group differences and maintain a diverse applicant pool.

You will learn how to confidently administer tests, interpret results, use dynamic candidate reporting and deliver best-practice feedback.

## Delegates will be able to:

- Conduct a job analysis and identify the psychometric assessment requirements
- Administer aptitude tests and interpret candidate results
- Run professional testing sessions
- Ensure a fair and lawful selection process
- Predict job success and performance
- Give best-practice feedback to candidates
- Use dynamic candidate reporting to help guide selection and cut-off scores
- Integrate ability testing and behavioral fit scores with applicant tracking systems

## Step 1



4-6 hours of E-learning modules

**Please note:** The E-learning modules must be completed successfully ahead of attending the virtual tutored sessions.



On request, Step 2 of this course can be facilitated by our trainers for groups of 3 or more, on a date that suits you.

## Step 2



Virtual tutored online training

### 2025 express course dates (1 day)

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7th January

11th February

18th March

### 2025 modular course dates (2 x half-day sessions)

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14th & 21st January (9am - 1:30pm GMT)

19th & 26th February (1pm - 5:30pm GMT)

## Assessment starter pack

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All Test User: Occupational Ability course bookings include an exclusive assessment starter pack worth £165:

- Hire Talent Interactive Card Deck
- 3 x Work Strengths Behavioral Profiles

# Wave – Test User: Occupational Personality

(UK-based Practitioners/Formerly BPS Level B)

Get certified to use the Wave personality questionnaires professionally in the workplace. Recognized for possessing the highest validity, using the smartest AI (Artificial Intelligence) for forecasting workplace performance and potential. This unique blend of online tutored sessions and home learning teaches you how to analyze candidate reports and interpret profiles to drive superior selection and development activities.

## Delegates will be able to:

- Get immediate access to the full suite of Wave personality assessments and the knowledge to confidently use them
- Use the integrated suite of Wave reports for selection, onboarding and development
- Use report profiles to drive improved interviewing and better recognize high-caliber candidates
- Objectively, fairly and reliably profile behaviors in line with role requirements
- Minimize the risks associated with hiring decisions and shortlist the best candidates
- Accurately identify potential and build talent pipelines
- Delve deeper into individuals' personalities and provide high-quality feedback

## Step 1



4-6 hours of E-learning modules

**Please note:** This training course requires delegates to be Test User: Occupational Ability (Level A) qualified. The E-learning modules must be completed successfully ahead of attending the virtual tutored sessions.



On request, Step 2 of this course can be facilitated by our trainers for groups of 3 or more, on a date that suits you.

## Step 2



Virtual tutored online training

### 2025 express course dates (1.5 days)

8th - 9th January

12th - 13th February

19th - 20th March

### 2025 modular course dates (2 x half-day sessions)

28th January & 4th February (9am - 1:30pm GMT)

5th & 12th March (1pm - 5:30pm GMT)

## Assessment starter pack

All Test User: Occupational Personality course bookings include an exclusive assessment starter pack worth £375:

- Hire Talent Interactive Card Deck
- Build Talent Interactive Card Deck
- 3 x Wave Professional Styles Expert Reports

# We're here to help at every stage

We are committed to helping you get the best value experience from our training and tools. Included in the price of the course, you will also receive the following:

## ✓ **Your own designated consultant**

Each course is directed by one of our experienced consultants. This consultant will offer each learner a pre-course call and can be contacted throughout the course to check your understanding.

## ✓ **Reference books**

We provide both Swift and Wave reference books which you can refer back to after the course. These will be PDF versions of the online technical course content so you don't need to worry about making notes as you go through the e-learning.

## ✓ **Check-in call**

Once you've completed the e-learning part of this course, you have the option of booking a check-in call to address any questions you have on what's been covered so far and what will be covered in the practical part of the course.

## ✓ **Practical workbook**

You will receive a hard copy and digital copy of the practical workbook to use on the virtual, face-to-face part of the course for both Swift and Wave. This will have plenty of space for notes and will include key points we recap over the day.





# Swift Ability & Wave - international accreditation course

(Non UK-based practitioners)

This combined online accreditation course is the fastest, most effective way for trainees to get certified to use Saville Assessment's award-winning psychometric tools in the workplace.

Upon completion, trainees will gain immediate access to our suite of cognitive ability aptitude tests, behavioral screeners and Wave personality questionnaires, recognized for being the best predictors of workplace performance and potential.

The Swift Ability part of the course focuses on best practice use of aptitude assessments, while the Wave part of the course teaches you how to confidently apply Wave personality questionnaires in the workplace.

## Key learning objectives:

- Ensure a fair and lawful selection process
- Build efficient and robust screening processes
- Practice personality profiling techniques
- Delve into individuals' workplace personalities
- Prepare and deliver high-quality performance feedback

Our interactive online training makes use of polls, quizzes and virtual break-out rooms for group work, giving you the full face-to-face training experience virtually.

## Step 1



Virtual tutored online training

### Flexible taught delivery

Aptitude & Wave - 16 hours

Aptitude only - 8 hours

Wave only - 8 hours

### Modular delivery

Aptitude & Wave

Part 1 (taught) - 4 hours

Part 2 (e-learning) - 4-6 hours

Part 3 (practice session) - 3-4 hours

Wave only

Part 1 (taught) - 3 hours

Part 2 (e-learning) - 4-6 hours

Part 3 (practice session) - 2-3 hours

### Assessment starter pack

All Test User: Occupational Ability & Personality course bookings include an exclusive assessment starter pack worth £500:

- Hire Talent Interactive Card Deck
- Build Talent Interactive Card Deck
- 3 x Work Strengths Behavioral Profiles
- 3 x Wave Professional Styles Expert Reports

# Wave Transfer Course

This online conversion course is for those trained in a personality tool recognized by the BPS (British Psychological Society) looking to add Wave personality assessments to their skillset.

It has approximately four hours of content to work through and can be completed at your own pace and convenience.

## Key learning objectives

- Use the integrated suite of Wave reports for selection, onboarding and development
- Delve deeper into individuals' personalities and provide high-quality candidate feedback
- Objectively, fairly and reliably profile behaviors in line with role requirements

## Step 1



4 hours of E-learning modules

**Please note:** Delegates booking onto this course must have an existing BPS TUOP (Level B) qualification.



On request this course can be facilitated by our trainers for a group on a date that suits you, combining steps 1 & 2.

## Step 2

### 1-hour virtual feedback practice session

Each booking includes a complimentary call with one of our expert consultants, during which delegates will receive feedback on their own Wave report and advice on how to interpret the results, as well as the chance to practice delivering best-practice feedback to candidates. Delegates must attend this call to complete the course in full.

# Wave Performance 360

This dynamic course can be completed online at your own convenience and qualifies you to use our Performance 360 tool, facilitating powerful performance feedback and development activity.

Once accredited, you get access to two tools - Wave Performance 360 and the Leadership Impact Expert 360 - allowing you to accurately assess the performance, attitude and potential of individuals at different levels within your organization.

## Key learning objectives

- The knowledge to effectively structure and deliver impactful development feedback sessions
- The skills to combine Performance 360 tool with the unique level of insight offered by the various Wave reports
- The skills to administer the 360 program and interpret the results from the Performance 360 Expert Report
- Best-practice knowledge of using our Performance 360 tool to explore performance and potential to drive personal development, coaching and leadership effectiveness

## Step 1



3 hours of E-learning modules

**Please note:** You will need to be Wave-qualified to attend this course. Please see page 6 or 11 for options to become Wave-qualified.



On request this course can be facilitated by our trainers for a group on a date that suits you, combining steps 1 & 2.

## Step 2

45-minute virtual feedback practice session

Our experienced consultants will help you develop the skills to interpret and feedback results in an impactful way. The team will be happy to share their experiences and help you to design and manage an effective 360 program that follows best practice. Delegates must attend this call to complete the course in full.

# Leadership Impact Practitioner masterclass

Our approach to leadership assessment goes beyond measuring competencies; it focuses on measuring the impact of leaders and links specific behaviors with organizational outcomes. Become an expert in utilizing the Leadership Impact model and transform how you profile, identify, select and develop your leaders.

This highly engaging and practical course gives you a fresh perspective on the latest leadership trends, teaching you the background to the Leadership Impact and Risk models.

## Key learning objectives

- Immerse yourself in a new and powerful approach, measuring Leadership Impact and Risk
- Learn how to articulate and profile leadership requirements in line with organizational strategy
- Practice a new way of hiring and developing leaders where they are likely to create the most positive impact
- Access tools that are built specifically for senior assessment and development
- Gain confidence and experience in driving developmental conversations using the Leadership Impact Expert Report



On request this course can be facilitated by our trainers for a group on a date that suits you.

## Step 1



### Virtual tutored online training

**Please note:** You will need to be Wave-qualified to attend this course. Please see page 6 or 11 for options to become Wave-qualified.

## 2025 course dates (1 day)

27th February

## Assessment starter pack

All Leadership Impact course bookings include an exclusive assessment starter pack worth £500:

- Lead Talent Interactive Card Deck
- 2 x Leadership Impact Expert Reports
- 2 x Leadership Risk Reports

# Meet our training team

Our assessment tools are developed in house by our Research and Development team and used by all of our Course Directors and Course Tutors on a daily basis, working directly with clients to improve how they hire, build and lead talent.



## Rab MacIver

Rab is the R&D Director at Saville Assessment, responsible for product development. Rab is also our lead BPS-Verified Assessor, he is responsible for our BPS-Verified course content and leads our training courses in Scotland.



## Isabella Heath

Isi is Head of Training at Saville Assessment. She is passionate about shaping client readiness to get the most value from assessment solutions and ensuring the best possible learning experience for our clients.



## Chloe Satchell

Chloe is a highly skilled administrator and is completely dedicated to ensuring a smooth training experience with us. Chloe is there to help with any queries and guide our clients and delegates through the process.



## Mahamed Adbi Muhamed

Mahamed is a Consultant and Lead Training Facilitator at Saville Assessment, bringing a wealth of expertise and hands-on experience in psychometrics and organizational development to his role.



## Courtney MacGregor

Courtney has extensive experience engaging and training diverse stakeholders and employees in high-pressure, fast-paced environments. She leads our training courses for a diverse range of clients worldwide, spanning various industries.



# Who we have trained



# See what people are saying

“

My trainer was great. They had many lessons and insights to share on giving feedback and interpreting results.

“

I really enjoyed the course and the role play session. I would highly recommend.

“

The online self-paced learning was particularly engaging as it meant I could work through the information at my own pace. The practice feedback session was super helpful in the way it was structured; observing the course consultant deliver a feedback session first, and then having a go at doing so myself.

“

Our trainer pulled on our knowledge and shared their deep expertise to develop our practice. I have a high degree of confidence now to use the Wave Assessments.



“

The interactive sessions were well structured and sufficient time was preserved for practice and feedback in the afternoon.

“

My trainer was fantastic. They created a safe and really good learning environment.



# Saville

assessment

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