



The UK's leading independent group
of psychometric practitioners

Advanced notice of our 16th May event

Re-thinking personality and the way it is measured

Winnie Frimpong & Sasha Arabaji - Aston Business Associates (ABA)

Alan Howard – Director, MOSAIC Tasks (to be confirmed).

Thursday 16th May 2019

**The Naval Club,
38 Hill Street, Mayfair,
London W1J 5NS**

Most personality assessment in an organisational setting involves the use of self-report questionnaires which assume an underlying stable and enduring personality that can be accurately measured by individuals answering questions about themselves. One of the main criticisms levelled at self-report questionnaires is that they are particularly susceptible to faking and social desirability, especially in high-stakes situations such as recruitment. Whilst one of our sessions will attempt to address this criticism by sharing their work on creating a task-based method for assessing The Big Five personality constructs our other session will argue that personality changes over time with work being a significant factor in shaping that adaptive change.

Speaker: Alan Howard, Director MOSAIC

Topic: Task-based personality assessment

MOSAIC are an emerging test developer using Objective Personality Tests or OPTs to assess The Big Five traits. OPTs rely on measuring task performance to reveal personality traits. The tasks are typically short, are completed online and resemble puzzles or challenges that are applicable to all ages and levels of seniority. Alan and colleagues presented at the DOP conference earlier this year and last Autumn at an ABP event. They will be sharing their very latest progress with us during the session and hope to be able to offer access to their OPTs for attendees.

Speakers: Winnie Frimpong & Sasha Arabaji, Aston Business Associates

Topic: Dynamic Personality Development

Winnie and Sasha will introduce ABA's model of dynamic personality development which Steve Woods presented at the DOP conference. They will explain how their existing assessments support their dynamic view of personality as well as sharing information about 3 new tools which they are in the process of launching. There is a likelihood that attendees of the event will be able to trial some of ABA's assessments ahead of the session.