



**The UK's leading independent group of
psychometric practitioners**

Combining Multiple Personality Tests: A Practitioner Hackathon

Wednesday 20th July 2022 9.45am – 12:40pm online event

Based on feedback from members, this event is a change from our usual format and involves small groups discussing practical case studies. We are hoping to create as a result, a working document of Recommendations/Top Tips/Watch-Outs which we will share with all attendees and also develop into a public document which will be available on our website and free to use and circulate. We have six experienced practitioners presenting in parallel showcasing how the combination of psychometric tools can be used to enhance the understanding of an individual/team. The sessions are repeated and you will have the opportunity to attend 3 of the 6 possible discussion groups (please email trish@psychometricsforum.org if you have a strong preference for which groups you would like to join, otherwise allocation will be randomised on the day). Ideas, suggestions and contributions from the participants in all of the discussion groups will be collated and combined into a final document circulated after the event.

Event Schedule

- 09.45 Zoom session opens – bring your favourite beverage and say hello
- 10.00 Welcome: Introductions and session overview, TPF Chair *Tameron Chappell*
The group will then be divided randomly (unless preferences have been expressed in advance to trish@psychometricsforum.org) across the different discussion rooms (described below).
- 10.15 **Session 1**
- 10.45 Short comfort break between session
- 10.50 **Session 2**
- 11.20 Short comfort break between session
- 11.25 **Session 3**
- 11.55 Longer break to collate input across the rooms.
- 12.15 Whole group discussion: sharing results of discussions from the 3 rounds, any other observations, comments and next steps.
- 12.40 Closing remarks: *Tameron Chappell*

Presentations, Presenters and Bios



Room 1: Dark Triad and Dark Tetrad and a Psychodynamic Approach

Dr Michelle Hunter-Hill, Chartered Psychologist and Programme Director, MSc Occupational and Business Psychology, Roehampton University. Michelle will highlight how she has used Dark Triad and Dark Tetrad measures in conjunction with two specific Systems-Psychodynamic tools - ORA and CIBART in order to assess and tackle cases of deviant/risk-taking behaviour, cyber-bullying/trolling, and corporate psychopathy, at an individual and organisational level.

Dr Michelle Hunter-Hill helps clients understand their psychological make-up, enabling them to delve ‘beneath-the-surface’ and identify core factors driving behaviour in a range of traditional and non-traditional occupational settings (e.g., in the office, on the track, field, and screen). As a Chartered Psychologist and Scientist, Michelle assesses personality, ability, values, and occupational interests to predict how individuals might perform at work and respond to emotional demands at work.

Dr. Michelle is concerned with ensuring psychological safety and wellbeing of individuals at work. Having worked as an advisor to some of the most prominent organisations, on personality profiling for the purpose of examining individual deviant and anti-social behaviours such as trolling, psychopathy, character assassination, and “criminogenic” corporate culture, Dr. Michelle is renowned for providing predictive clues and solutions to bring about behavioural change. She recognises that underperformance is not always down to poor and deviant behavioural choices, and she coaches individuals to develop their resilience and overcome principal performance challenges. Using a combination of psychometric tests, biographical interviewing, and psychological science she assesses the capability of people performers, whether it be senior and c-suite executives, athletes, or celebrities. Dr Michelle works mainly in the UK and Middle East. She runs The Psychometric Café’, The Issues@Work Clinic, and she designs, and delivers BPS-accredited courses in Ability and Personality Testing.



Room 2: Hogan Assessment Suite

Gillian Hyde, Chief Psychologist & MD at Psychological Consultancy Ltd., will be presenting a case study of an individual’s profile, using the Hogan Assessment Suite (Hogan Personality Inventory (HPI) + Hogan Development Survey (HDS) + Motives, Values, Preferences Inventory (MVPI)). The HPI is a versatile tool which focusses on normal or ‘bright side’ personality traits – qualities that describe how we relate to others when we are at our best. Providing in-depth insight into how people work and lead, the HPI is linked to on-the-job performance and can be used for selection and hiring and personal and leadership development. The HDS describes the dark side of personality – qualities that emerge in times

of increased strain and can disrupt relationships, damage reputations, and derail peoples’ chances of success. The MVPI gives an understanding of what motivates an individual’s choices and decisions. Through gaining an appreciation of these drivers, organisations can better advise, motivate and manage staff.

A Chartered Psychologist with more than 25 years’ experience, **Gillian** has particular expertise in assessing leadership derailment and creating personality assessments. Her work encompasses in-depth individual assessments, consulting on the management of extreme personality characteristics for individual and team development and researching derailment patterns within organisations. She also designs tailor-made assessment solutions for clients and is an expert trainer on the Hogan Development Survey. As Chief Psychologist at Psychological Consultancy Ltd, her client work ranges from one-to-one executive coaching to creating and validating bespoke assessment systems. She has worked with a diverse range of organisations including UBS, HBOs, Standard Chartered, VirginMedia, HMRC, The British Council and BMW. Gillian has a BSc in Psychology from UCL, an MPhil in Criminology from Cambridge and an MSc in Occupational and Organisational Psychology from Birkbeck College, London. She has served on the Steering Committee for Test Standards for the British Psychological Society and is a founder member of the Association of Business Psychologists.



Room 3: Resilience and Decision-Making

Jessica Nelkin, Business Psychologist, Zircon – BeTalent. How does an individual's levels of resilience relate to how they make decisions? The BeTalent Resilience Questionnaire helps to raise self-awareness and explore the emotions typically experienced at work. The BeTalent Decision-Styles Questionnaire assesses whether you are an 'agile' decision maker or whether you have a 'pronounced' preference for making decisions. Jessica will be presenting the data from a population of over 500 professionals to provide deeper insights into the impact emotions have on decision-style and preference. She will also explore how decision-making and resilience can predict levels of procrastination, opening the door to a discussion around the value of these tools in a workplace environment.

Jessica is a Business Psychologist at Zircon and graduated from her MSc in Occupational Psychology with Distinction. Jessica is a qualified Test User for Occupational Ability and Occupational Personality tools and is a Graduate member of the British Psychological Society. She developed an interest in the field of Occupational Psychology after completing her undergraduate degree in Psychology and by working on qualitative and quantitative research projects as an intern in the Psychology department at a major university. Since joining Zircon, Jessica has been highly involved in the design, development and validation of BeTalent products, most notably, Decision Styles. She is accredited to use the BeTalent suite of products which includes Strengths, Resilience, Psychological Safety, Blended 360, Team, and Decision Styles. She has also been involved in several client projects as Project Coordinator and has contributed to research published in the British Psychological Society's 'Assessment and Development Matters'.



Room 4: Team Coaching of Leadership Teams

Alex Popa-Antohei, Business Psychologist and Executive Coach, will be presenting anonymised data from a team coaching programme for a leadership team. He will focus on the Diagnostic & Inquiry phase of the team coaching, where a whole-team diagnostic tool was used, in addition to phone interviews with team members and stakeholders. The results were further explored in a team workshop and informed the focus areas for further team coaching. To support the team leader, a series of coaching sessions were offered, using a combination of a 360 assessment (Primary Colours of Leadership 360), and trait-based tools (Hogan Assessments). Alex will describe the benefits of using different assessment tools at the individual and team level and will focus on the tensions arising from the contradictions in the data.

Alex is an experienced team and executive coach, and business psychologist. He specialises in running bespoke development interventions for senior leaders and leadership teams and brings over 13 years of international business and organisational experience. He is an Accredited Master Executive Coach with APECS, and has earned a Master's degree in Psychology from the University of Bucharest, followed by an Advanced Diploma in Systemic Team Coaching from the Academy of Executive Coaching (AoEC). Alex is a qualified Test User for Occupational Ability and Occupational Personality tools with the British Psychological Society (BPS) and accredited in using various psychometric assessments such as teamSalient, Hogan Assessments, BarOn EQ-i 2.0 & EQ 360, NEO / Primary Colours of Leadership, Saville Wave Assessments.



Room 5: Traits and Types - Senior Leadership Assessment

Tameron Chappell, Independent Chartered Occupational Psychologist, Athinka Ltd. will be presenting anonymised data from a senior leadership team where she combined a trait tool (NEO-PI-3 Primary Colours Leadership) and a type tool (Team Management Profile) to support the team. She will describe how she chose the two tools for the team, the pros and cons of using each individually with teams and what the value was in combining them.

Tameron is an independent Chartered Occupational Psychologist through her own company Athinka Ltd., as well as working as a long-term associate for a handful of boutique leadership consultancies including Alumni Harvey Nash and Cerulean Learning. She works with individuals, teams and organisations to build the internal capability for change using interpersonal dynamics and systemic methods. She also happens to love a good psychometric and has been a committee member of The Psychometrics Forum for many years (apart from the sojourn at Hogrefe where she was able to get her psychometric geek-on with NEO and Implicitly amongst other tools as well as seeing the actual Rorschach plates in the basement).



Room 6: What Assessments Work, When and Why?

Lynne Hindmarch, Independent Business Psychologist, OBC Ltd., will be presenting several different assessment scenarios, and will talk her group through the decision-making process of identifying which assessment is appropriate for which context and why. A very practical session, which may well recreate situations that attendees have found themselves in, but in this case they will be in the safe peer-supported environment and able to explore options available and why they have been chosen, without a stressful client deadline. Lynne will demonstrate the importance of recognising there is always the option to choose from a variety of different test providers.

Lynne is an independent Business Psychologist and her work includes executive coaching, both individual and team (accredited by APECS) coaching supervision, career counselling and assessment for selection. Lynne has been attending TPF events for over twenty years and on the Committee for the last twelve, including as Chair.

Booking Details

Tickets: £6 for members and £16 for non-members*.

Reserve your place and pay online via Eventbrite here: [TPFEventbriteBooking](#), or by booking form and email to administration@psychometricsforum.org. Payment by bank transfer (bank details appear in the booking form) needs to be received by **Friday 15th July** at the latest, to confirm your attendance. Receipts will be emailed to you. **Please note that we will only accept a booking once the attendance fee is paid.**

Refunds: If you need to cancel your place, provided the Administrator is informed before: **11am on Tuesday 19th July**, the full payment will be refunded.

Continuous Professional Development

CPD certificates will be emailed to all attendees after the event.

****Note about membership:** you can join the Psychometrics Forum at any time. If you sign up for membership at the time of booking and pay in full via bank transfer, you will be able to immediately take advantage of the reduced rate for members. Membership forms are available directly from our Administrator, Caro Leitzell (administration@psychometricsforum.org tel: 01962 880920) or can be downloaded directly from the Forum website: [The Psychometrics Forum](#)*

We look forward to welcoming you online on Wednesday, 20th July 2022 and are sure you will find this a particularly valuable day and very much look forward to seeing you there.

Yours sincerely,

Tameron Chappell

Chair of The Psychometrics Forum

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