

About Psychometrics



Psychometric testing provides clients with the opportunity to hold a mirror up to themselves and to consider how their personality or inherent aptitudes influences their behaviour and relationships with others. The results of assessment can be used to help a client reflect on their performance and to discover new and creative approaches to personal growth and development.

Over 95% of the FTSE 100 companies use psychometric testing to support the development of their staff, as do the police, the Civil Service, local authorities, the Armed Forces, the Fire Service, the National Health Service, financial institutions, retail sector companies and more.

At **Corporate Instinct**, we see psychometrics as a valuable tool to enhance the coaching experience and to develop effective team working. We will only undertake these assessments with the full and informed consent of the individual.

We are accredited and licensed to administer a number of valuable psychometric instruments:

Myers-Briggs®.

A common experience in people's lives is that they notice how their families, friends and co-workers do not experience or view the world as they do. Internationally the best known and most used instrument, the aim of the Myers-Briggs® (MBTI) instrument is to help people understand these fundamental differences or preferences. Knowing and understanding your personality 'type', not only helps you appreciate your own strengths, gifts and growth potential, but helps you understand how and why others may differ from you. MBTI Step I helps you understand your basic psychological preferences, Step II extends this understanding giving you a more detailed understanding of how you use the facets of your personality in your life.



Facet5®

Facet 5 is a personality model, allowing managers and leaders to understand how people differ in their behaviour, motivation, attitudes, and aspirations. The factors of personality measured by Facet5 are generally considered by psychologists to be the five fundamental 'building blocks' of personality. Combined, these offer insight into natural behaviour tendencies, work preferences, working relationships and leadership potential.



Bar-On Eq-i® (Emotional Intelligence)

This Emotional Quotient Inventory (EQ-i®) is the first scientifically validated and most widely used Emotional Intelligence assessment in the world. Based on more than 20 years of research worldwide, the EQ-i examines an individual's social and emotional strengths and development areas.



Respondents self-report on their life and workplace performance in 15 key areas of emotional skill that have been proven to contribute to proficiency in complex business activities such as conflict resolution and planning. By identifying the areas that need improvement, you can immediately begin developing those areas. At the same time, areas where you excel can be leveraged to their full potential to maximize effectiveness in daily tasks.

To discuss using a psychometric instrument as part of coaching, as a stand-alone development opportunity or as a tool for team development, please get in touch.