

Using Psychometric Tools

There is a very wide range of psychometric tools that can help in a team situation or in understanding others. However, they are just tools, not reality and they are all context sensitive. This means that someone may well operate in different styles n.

One of the biggest pitfalls is to use a psychometric tool as a label or to say “I am this ... therefore I can’t do that.” A much better use of the tool is to say “My natural preference is to do this ... however, think how much more flexible I will be if I also learn how to do that, that and that too.”

Common psychometric tools available include:

- MBTI (Myers Briggs Type Indicator) Personality Profile (16 types)
- DiSC (Dominant, Influencing, Steady, Conscientious) Personality Profile (4 quad.)
- Belbin (Belbin Team Role Profile) Team Preferences (9 types)
- LSQ (Learning Style Questionnaire) Learning Preferences (4 quad.)
- Language Diagnostic Instrument (Visual, Auditory, Kinaesthetic) Information Processing Preferences (3 types)
- 4MAT (Why, What, How, What If ...) Learning Styles (4 quad.)
- Check Start (Recruitment Tool) Job Related Personality Profile