

Psychometrics and Generational Motivation 101: The Science and Application for HR & Leaders

20/03/2025
8:30 AM TO 5:00 PM

&

21/03/2025
8:30 AM TO 12:30 PM

KUALA LUMPUR

This introductory course provides HR professionals and leaders with the essential tools to understand and apply psychometric assessments in the workplace. Designed to help you navigate the complexities of managing diverse teams, this course delves into the science behind psychometrics and how it can be used to gauge personality, cognitive abilities, and work preferences. Additionally, the course explores generational motivation—understanding what drives Baby Boomers, Gen X, Millennials, and Gen Z to perform and excel at work. Through case studies, practical applications, and hands-on activities, participants will learn how to leverage psychometrics to foster engagement, improve leadership effectiveness, and enhance talent management. Whether you're looking to boost team dynamics, hire the right talent, or improve retention, this course offers the foundational knowledge you need to align individual strengths with organizational goals.

OBJECTIVES

By the end of this course, learners should be able:

1. To understand psychometric assessments and their applications at workplace.
2. To leverage on psychometric assessments for enhancing productivity and employee engagement.

LEARNING OUTCOMES

1. Equip HR professionals and leaders with knowledge and skills to effectively use psychometric tools.
2. Relate satisfaction and frustration of human basic needs to motivation.
3. Strategies to create cohesive and effective multigenerational teams.

METHODOLOGY

- Lectures
- Role Play
- Group Activity / Discussions
- Individual Activity
- Case Study

TARGET AUDIENCE

- HR, L&D Professionals
- Managers
- Team Leaders
- Business Owners
- Senior Executives

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*as per guideline

FULLY HRDC CLAIMABLE

RM1008 EXCL SST

OUTLINE

Module 1 : Understanding Psychometric Assessments

- Definition and types of psychometric assessments (cognitive, personality, aptitude, etc.).
- The science behind psychometric assessments: reliability and validity.
- Common misconceptions and myths.

Module 2 : Selecting the Right Psychometric Tools

- Criteria for choosing the appropriate psychometric assessments for different organizational needs.
- Case studies and examples of successful implementations.
- Interactive session: Matching psychometric tools to specific organizational scenarios.

Module 3 : Administering and Interpreting Assessments

- Best practices for administering psychometric assessments.
- Interpreting assessment results: Dos and Don'ts.
- Ethical considerations and maintaining confidentiality.

Module 4 : Integrating Assessments into HR Processes

- Using psychometric assessments in recruitment and selection.
- Role of psychometric assessments in employee development and performance management.
- Enhancing team dynamics and leadership development through assessments.

Module 5: Basic Needs for a Thriving Workplace

- The fundamental needs for human thriving.
- Satisfaction and frustration levels of 5 basic needs.
- Understanding life stages and different motivation drivers across ages.
- Leveraging basic needs assessments in boosting employee engagement and productivity.

Module 6 : Maximizing Multigenerational Strengths

- Recognizing unique strengths of each generation.
- Identify the specific skills and values each generation brings to the table.
- Collaborative problem-solving across ages.
- Fostering inclusion and mutual respect.

Module 7 : Leading Across Ages

- Generational expectations of leadership.
- Tailoring leadership styles.
- Personality Plus to lead multigenerational teams.

TRAINERS



Adj. Prof. Dr Sangeeta Kaur (Ph.D Social Science, M.Counselling)

Dr Sangeeta Kaur has over 20 years' experience in human capital development, and mental and emotional wellbeing. As Country Representative (Malaysia & Brunei) for Emergenetics International USA, she has applied the Emergenetics Profiling Framework in diverse industries. She sits on the panel of industry experts for HRDC and her pioneering work in Psychosocial Wellbeing and Occupational, Safety and Health has led to her winning the 2022 SME Platinum Business Award: SME Occupational Safety and Health Adoption.



Ms Melinda U (M.Counselling, B.Bus)

Melinda U, a certified life and business leadership coach, has 25 years of experience in management, consulting, strategic partnerships, training, and coaching in diverse settings. Formerly an Employee Assistance Program (EAP) consultant, she brings with her valuable expertise in organisational development and talent management. As a trainer, she promotes co-learning and emphasises practical application.

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