



# Psychometrics in Coaching: Using Psychological and Psychometric Tools for Development

*By Jonathan Passmore*

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Psychometric questionnaires can provide a useful entry into a coaching conversation. These conversations are enhanced when coaches have a full understanding of the different psychometric tools available. Coaches need to understand the psychological theory and research underpinning the tests as well as how to select and apply tests effectively. This book aims to provide just that.

Written by an international team of global coaching practitioners, this book provides an overview of using psychometrics and providing feedback, and offers clear explanations of the key models and tools used in coaching today. The tools covered include MBTI, OPQ, Wave, ELQ, MTQ 48, VIA, CTT and many more.

Targeting both experienced practitioners and those new to psychometric testing, this book provides a deeper understanding of testing models, the theory and research behind them, their reliability and validity, and their use as part of a wider coaching and development program.

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### Editorial Review

#### Review

"De-mystifies the process of coaching and psychometric tests.... Jonathan Passmore... has assembled a contributing team from the who's who of people development." - **PersonnelToday.com**

"Fills an important gap in the coaching literature." - **David Clutterbuck**, Clutterbuck Associates

"Passmore provides an overview of some of the key psychometric tests that executive coaches, consultants, and human resources managers can use to develop individuals in and out of the workplace. For coaches new to psychometric testing, the first two chapters of the book explain basic concepts such as validity and reliability, and offer insight on giving feedback. In the rest of the book, international contributors, including coaching practitioners and psychometricians, explain the theory and research underpinning specific instruments, and give tips on how to select and apply them effectively. The book is for new and experienced practitioners using psychometric tests, as well as students in psychology, psychometrics, business, and human resources management." - **Book News Inc.**

"Invaluable in balancing our sometimes overly subjective perception." - **Erik de Haan**, Director of Centre for Coaching, Ashridge Business School

#### About the Author

**Jonathan Passmore** is an occupational psychologist and accredited coach and coaching supervisor. He specializes in leadership development and organizational change. He is the author of *Excellence in Coaching* and co-author of *Appreciative Inquiry for Change Management*.

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