

## DISCOVERING A PSYCHOMETRIC TOOL IS A BIT LIKE GOING ON A TRIP TO A NEW COUNTRY

**History of the world** (of psychometrics) by an enlightened traveller. Stéphane Moriou encourages you to enjoy all your travels.

**Circuit maps.** Which country shall I visit? What are my aims? What are you hoping to find? First of all, you will find a map on the front inner flap of this book, set out as four circuits that compare and position the countries - the tools - with each other. Each circuit (personality-behavior, interpersonal relations-culture...) is described in detail and offers a coherent route through various discoveries and experiences.

**Overview.** When you fly in to your chosen country, you first get a bird's eye view, before landing. This is where we form our first impressions.

**History.** Each tool - each country - was founded at a particular moment in time, and has its own origins, story, identity, culture and founding fathers, etc.

**Orientation table.** In order better to understand the tool - the country - you need a general description, which orientates you, giving you clues about how to understand what you visit.

**Questionnaire.** This is the test of your "knowledge" of this unknown country. Or rather, it is a test of your capacity to navigate around this country.

**Photos.** On every journey, photos of both landscapes and yourself, will be the souvenirs you keep. These will be the embodiment of how your questionnaire results are presented and interpreted. They will give you a real perception of the country - of this tool - its deepest culture, and of yourself. You will understand why you came here. This could change you forever... You will also, via cross-referencing, discover how this country is similar to others.

**Scenic viewpoint.** This consists of the opinions of other travelers in this country (practitioners, consultants, HR specialists). We consulted with a representative panel of users. Their points of view are necessarily subjective, but, we hope, always instructive: we all enjoy our trip to a greater or lesser degree.

## Mapping

**SatNav** (Satisfying Navigation). And last but not least, to prepare for your trip, you will need plenty of practical information, such as language, certification, contact details and so on.

**Worthwhile detours.** Sometimes a country (tool) that is just nearby is worth visiting so as to take in its interesting sites.

**What to buy.** Before leaving - make sure you buy the right trip for your needs (summary table of applications).

**Entry requirements.** What you need to understand about the country in order to be recognized (the scientific foundations of the tools). The immigration or customs' formalities are kept to a minimum.

**Survival vocabulary.** To be able to "talk psychometrics" and to be understood by the locals (glossary of technical terms).

Enjoy your trip!

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