

planning your trip

The aim of this book is a dual one: to promote the use of psychometric tools in the francophone world and beyond, and to map the breadth of what is on offer today, to allow HR professionals, coaches, consultants and trainers to make informed choices.

In order to achieve this aim, we have chosen to implement a mapping system that was designed to draw out the specific nature of each tool chosen, and also to position each tool in relation to all the others, so as to be clear about its aims, its scope and its orientation. The map is like a world map, composed of separate countries and continents, where borders are established, but have evolved over time. Thus, certain tools are “neighbors” or “allies”, given that they are based on or inspired by the same psychological research (trait theory, type theory...), or on the same psychometric model (DiSC[®] ...); others are close simply because they aim to measure the same human components (team roles, aptitudes, emotional intelligence, and so on). It was precisely these characteristics that pushed us to set out these tools in coherent groups, where similarities and differences can be seen. We will have achieved our aim if, once he or she has read this book, the reader can better “find his way” in the largely unplotted world of psychometric tools.

The map is shown in the form of four circuits (see the map on the cover flap at the beginning of the book). The 43 tools we describe were all chosen for the robustness of their psychometric properties, in terms of both validity and fidelity (see glossary). The list is, of course, not exhaustive - there are thousands of tools available on the market - , but we made our selection based on several criteria: the variety of their purpose, their usage level and availability, as well as their relevance in the workplace. Although we tried very hard to concentrate on the tools that are serious beyond dispute, the map inevitably contains an element of subjectivity. It is obvious that, in introducing the world of psychometrics to non-specialists, we had to make choices that led us to taking shortcuts, even if these do not please every member of the wider psychometric

community. This is a question of editorial choice, which is to present the psychometric tools from the user's perspective, or from the point of view of a decision-making manager.

The authors had to reconcile conflicts which exist naturally between different schools of thought, in order to present an overall view. What is more, in as much as all of these tools are for sale, and thus are more or less competing with one another, their publishers naturally tend to promote any given tool as having a broader usage than that for which it was intended. If many of the tools aspire to be more multi-purpose than originally planned, the specific advantages of each ends up being blurred. The authors' aim, then, is to concentrate on the essential contribution of each tool (even if there are secondary applications), so as to untangle the complexity of the overall offer. As we were positioning all the tools, we tried very hard to give each one its rightful place.

Almost all the publishers helped us by clarifying facts, resolving points on detail and language used in their tools. We offer our very sincere thanks for this help. We have tried to avoid any excessive promotion of any of the tools, so as to guarantee fair play rules, so to speak, and to concentrate on the intrinsic value of each tool. As a result, the authors alone are responsible for the selection of the instruments, for how they are presented and the content of each chapter. Some 80 testimonials are included from independent users and practitioners who know and use the various tools.

Finally, we consider this first edition as an unfinished platform, with the vocation of initiating a debate and exchange around psychometrics, thus aiming to promote a more informed usage of these tools in human resource management and development.