

A description of the pda psychometric test

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What is the PDA Psychometric Test? PDA is a psychometric test that through a simple, precise and scientific method allows us to discover and analyze people's behavioral profiles. It also allows us to evaluate the behavioral requirements of a job and generate detailed compatibilities that apply to the different Human Resources processes. The PDA test does not qualify behavioral profiles as "good or bad"; it describes the evaluated individual's behavioral characteristics. In the case of generating a study of compatibilities between a person and a job description, it simply describes and provides details on the strengths and weaknesses.

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- * People: in order to understand their strengths and weaknesses to get a better job, to become better at their current job, to improve their relationship with colleagues, superiors and or/collaborators.
- * Entities: to identify, develop and/or retain talent. This tool is utilized by most of the leading companies ranked on Great Place to Work.
- * HR consulting entities: Incorporate a new product into your portfolio, add value to your services, and generate consulting projects based on the psychometric behavioral test.

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- * A person's behavioral profile description, detailing (press here to see an example):

- o Leadership style
- o Decision-making style
- o How to lead this person to success
- o Persuasive skills
- o Analytical skills
- o Sales skills
- o Motivation level
- o Main skills and strengths
- o Areas of improvement

* Individual and / or group compatibility between one or more individuals and a job. Individual and or

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group compatibility between one or more individuals and your company's competences. Back to Menu

How does the PDA Report contribute to the professional growth and development of an individual? The complete PDA report will help you to know yourself better and to identify what are your main strengths and weaknesses. At the same time, it'll allow you to objectively identify the skills you need to maximize your potential. If you are currently interviewing or looking for a better job, the complete PDA report will help you to...

- Research strategicallyInterviewsuccessfully
- Emphasize skills and strengths
- Feel confident
- Find a job that matches your “ natural” characteristics
- ...other benefits “ From all the possible knowledge, the wiser and more useful is to know yourself” - William Shakespeare. If you are currently working, the complete PDA report will help you to...:
- Understand and improve your leadership skills
- Effectively develop your skills and strengths
- Improve your relationship with your colleagues
- Plan self-improvement
- Understand difficulties with team members
- ... among many other benefits

The key to negotiate with others effectively is to manage you first. The better you know yourself, the better you can relate to others, from a confident, secure and strong position” - Hendrie Weisinger. Back to Menu

Does the PDA have theoretical support? The PDA test is a powerful tool with more than 50 years of studies based on different theories and statistics. It is certified for its application in Latin America. The PDA test is based on a model with 5 pillars that measure the following dimensions and their intensities:

- Results oriented
- People and negotiation oriented
- Details oriented
- Conformity to Rules
- Autocontrol emocional

The PDA test is based on the following theories: 1) William Moulton Marston's personality structure 2) Self consistency theory 3) Perception

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Theory 4) Semantic Study Back to Menu Similarities and differences with DiSC Many evaluation tools are based on the concepts of Emotions of Normal People developed by Marston. These tools were created with emphasis on the advantages and benefits that such methods contributed to the military and working environment. The first generated tools were called “ pure” (PDA).

From its first applications the tool manifested its enormous contribution due to the quantity and quality of information. However, the process was extremely slow and complex. It would take 2 hours from the moment the individual finished the evaluation until the analyst was able to produce the results. In the late 60's, Dr John Greier, from University of Minnesota, modified Marston's model with the intention to simplify the process and that was the beginning of what we know today as DISC- Which is nothing more than a simplification of Marston's model.

Greier's simplified version changed the original questionnaire and even though the process took less time to interpret the result, much of the valuable information was lost. Some of the key information missing from Greier's model is:

- Intensity Axis: Measures the intensity of each behavioral tendency.
- Profile intensity: Measures how “ faithful” the evaluated person is to his or her behavior. It assesses the flexibility/rigidity level of the person evaluated.
- Energy level: Measures the level of energy available. Provides better understanding of the motivation and stress level.
- Consistency indicator: Measures the information's consistency and quality level.
- Self control Axis: the 5th axis measures the individual's capacity to control impulses and emotions, related to “ Emotional Intelligence”.

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possibility of every Human Resources employee having their own computer, internet connection, and the possibility to systemize the process of loading the forms and automatically issuing graphs and reports, resurfaced the many benefits that the “ pure” tools offered to companies over the simplifications provided by the DiSC model..