

A photograph of two hands reaching towards each other against a cloudy sky. One hand is at the top, reaching down, and the other is at the bottom, reaching up. They are positioned as if they are about to grasp each other. The sky is filled with soft, white clouds. A dark horizontal band across the middle of the image contains the title text in white.

PSYCHOMETRICS AND COACHING

A HELP OR HINDRANCE?

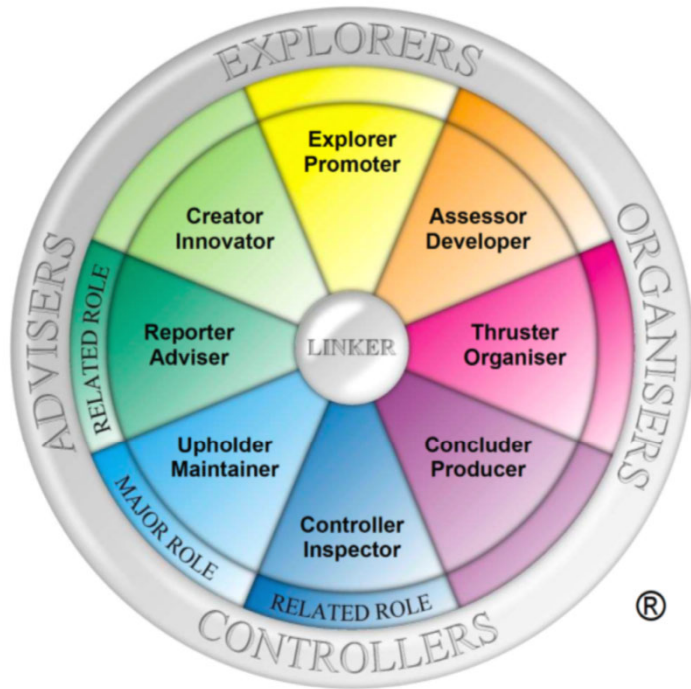
IN THIS SESSION

- Explore how psychometrics can enhance the coaching relationship
- Consider potential obstacles for using psychometrics in team coaching, with techniques for overcoming them
- Top tips and recommendations

A photograph of two hands reaching towards each other against a blue sky with white clouds. One hand is at the top, reaching down, and the other is at the bottom, reaching up. A dark grey horizontal band is superimposed over the middle of the image, containing white text.

Fiona Thomas & Tracey Flannery

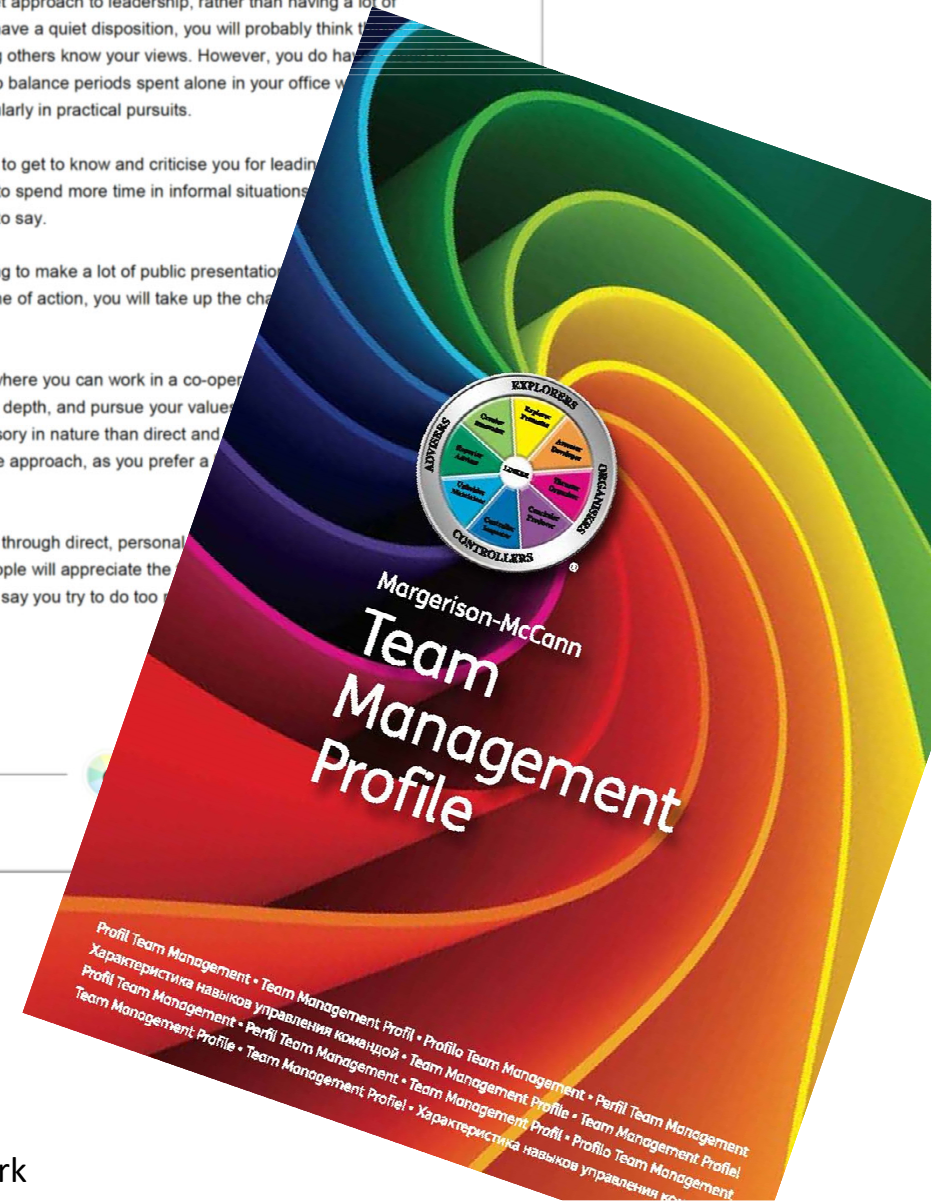
TMS Development International Ltd
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Sample

The Team Management Systems logo and Team Management Wheel are registered trademarks.

You will usually prefer to lead through direct, personal overview from a distance. People will appreciate the the forefront, but may equally say you try to do too enough.



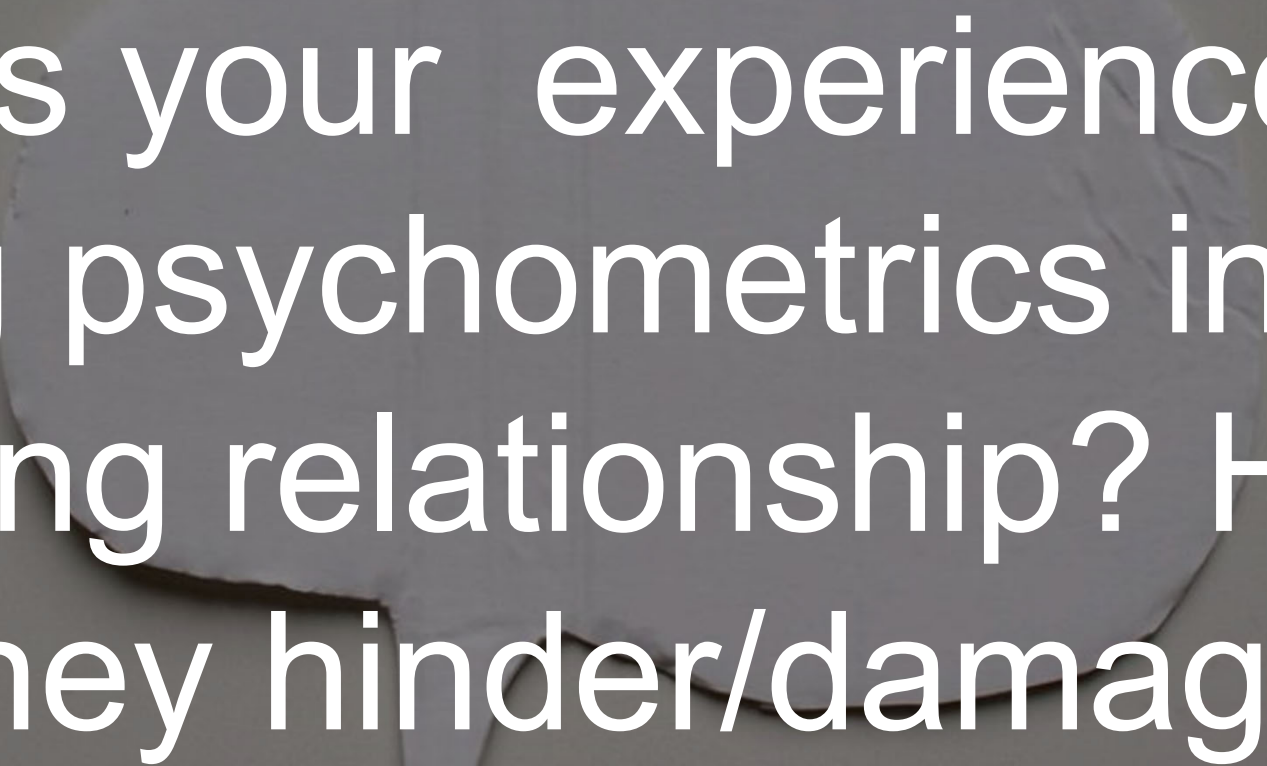
PSYCHOMETRICS

A close-up, slightly blurred photograph of a watercolor palette and a paintbrush resting on a white notebook. The palette contains various colors including reds, oranges, yellows, greens, and blues. A dark, thick stroke of paint is visible on the right side of the notebook page.


1. Ability testing
2. Self-report testing

TEAM COACHING





What is your experience of using psychometrics in a coaching relationship? How can they hinder/damage?



What is your experience of how
psychometrics can help a
coaching relationship?

FOR THE TEAM

- Strengths-based feedback
- Can help provide a sense of 'balance'
- A starting point for team coaching discussion
- Action learning catalyst
- A mirror for behaviour/motivation
- Performance improvement
- Bridge the overlay between team/individual/business

FOR THE INDIVIDUAL


- Objective measurement, not subjective perception
- Enable a feeling of choice re. personal development
- Help identify specific & general areas for improvement
- Improve self-awareness
- Heighten emotional-intelligence

A person wearing a purple shirt is holding a white smartphone. The phone is resting on a light-colored stone ledge. Next to the phone is a clear glass filled with a brown liquid, possibly juice. In the background, there are green leaves and pink flowers. The text "Level 1: Doing" is overlaid in white on a semi-transparent dark band across the middle of the image.

Level 1: Doing

Level 1: Doing

- Distractions
- Compulsion
- How we use our time



Level 2: Feeling

Level 2: Feelings

- Emotions
- Identity
- Turtles..



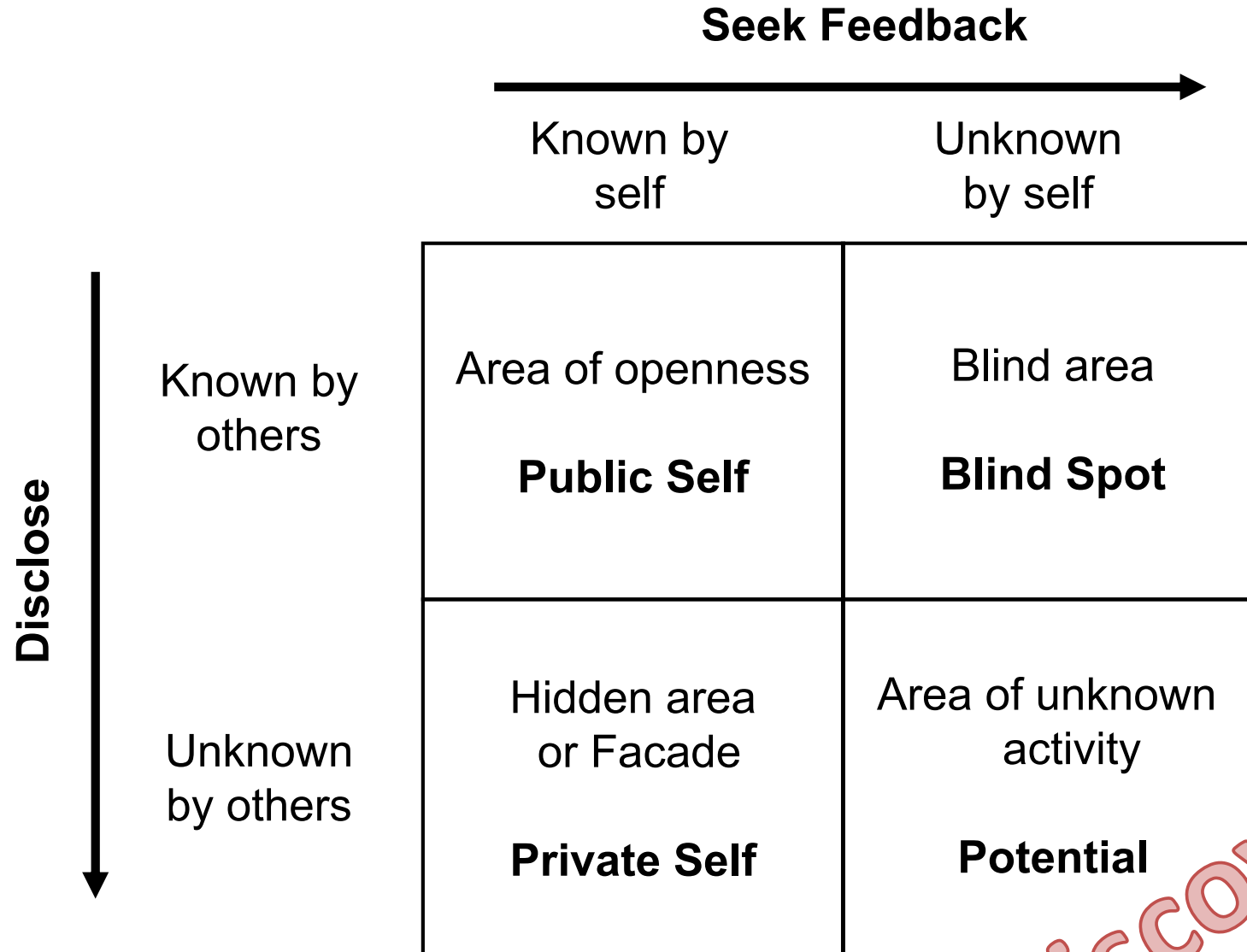
A man with a beard and mustache is covering his eyes with his right hand. He is wearing a light blue t-shirt with black trim on the collar and sleeves. On his left arm, there is a black watch and a tattoo of a hand holding a rose. The background is a light blue wall with vertical lines and small circular vents. A dark grey horizontal band across the middle of the image contains the text "Level 3: Blind spots" in white.

Level 3: Blind spots

Level 3: Blind spots

- Memory
- Assumptions
- Confirmation bias
- Mental models of how the world 'works'
- Things others know - Johari Window

Johari Window



Discovery



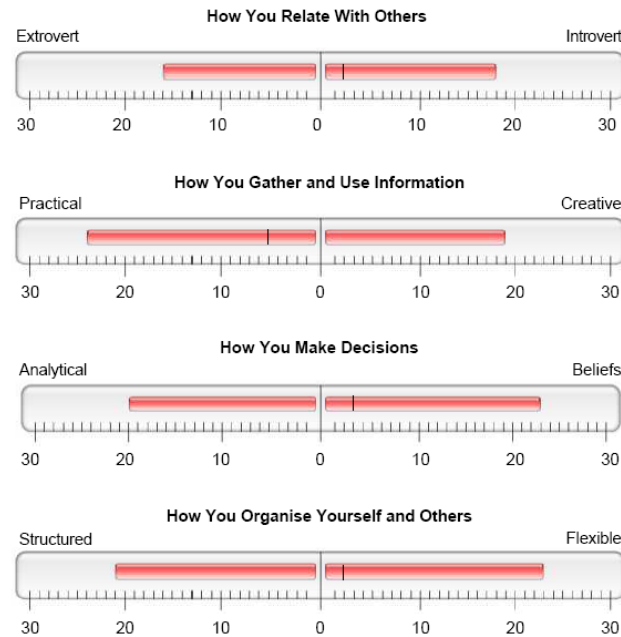
That I am aware of, I can control.
That I am unaware of, can control
me.

- John Whitmore

FOR THE COACH

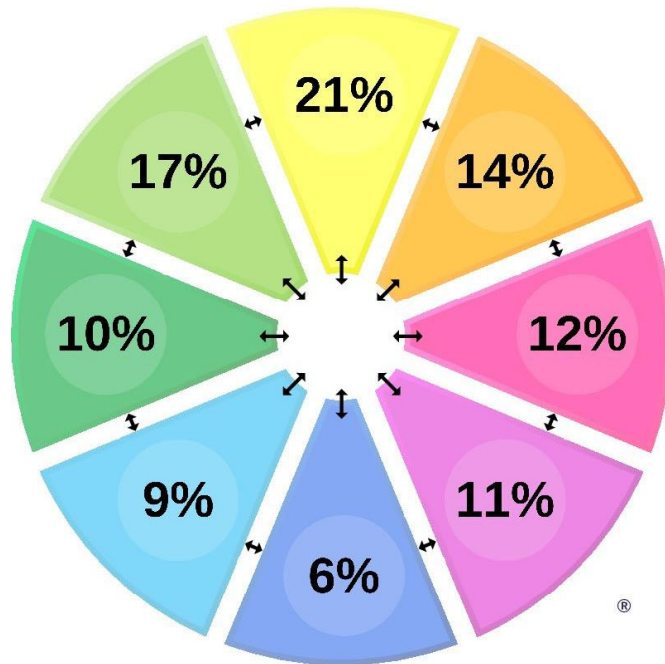
- Understanding my client - what might they need me to be?
- Understanding of self - what do I need to be mindful of?
- A conversational thread spanning several coaching conversation

The TMS Approach

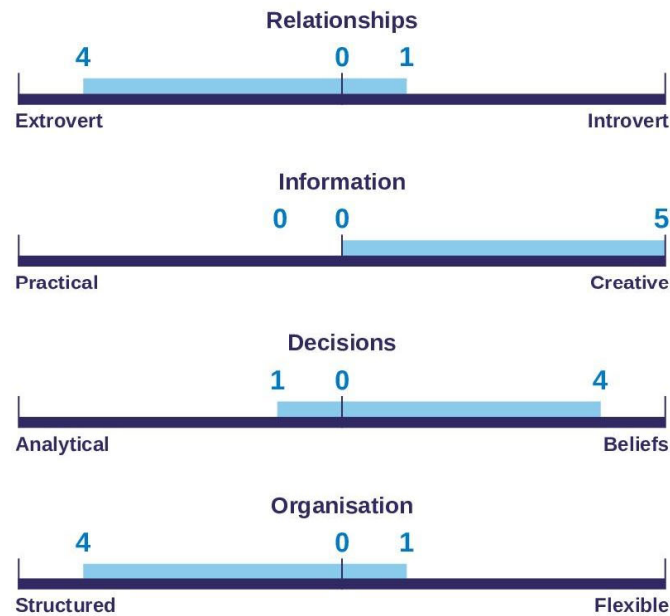


Understanding & leveraging cognitive diversity

The TMS Approach



- Advising
- Innovating
- Promoting
- Developing
- Organising
- Producing
- Inspecting
- Maintaining



- Reporter-Adviser
- Creator-Innovator
- Explorer-Promoter
- Assessor-Developer
- Thruster-Organiser
- Concluder-Producer
- Controller-Inspector
- Upholder-Maintainer

Understanding & leveraging cognitive diversity

QUESTIONS TO CONSIDER

- What strengths do we see here?
- What areas for development might there be?
- In what ways does this explain anything about how we approach things?
- What would we need consider if stepping into the role of coach for this group?

TOP TIPS

1. Be wary of shiny object syndrome
2. Reliability, validity & utility matter...as do peer-reviewed analyses
3. Be driven by intention, not the tool
4. Be transparent about the process
5. Select an accessible tool

A black and white photograph featuring two hands raised in the foreground, palms facing forward. The hands are slightly out of focus, with the fingers spread. In the background, a person is visible but heavily blurred, appearing to be in motion or gesturing. The overall composition suggests a presentation or a Q&A session.

ANY QUESTIONS?



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A low-angle photograph of a blue sky with scattered white clouds. Two hands are visible: one at the top center, reaching down, and another at the bottom center, reaching up. The hands are positioned as if they are about to meet, creating a sense of tension and hope. A dark grey horizontal band is superimposed over the middle of the image, containing the title text in white.

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