

## BENEFITS OF LEARNING PSYCHOMETRICS INTERPRETATION

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### ABSTRACT

This article throws light on the importance of different kinds of psychometric assessments and their wide application across fields to different population as well as the emerging significance of a new profession – “Psychometric Interpreter”. It also becomes evident in the article that this field has huge scope in the future and is advancing on a quick pace.

“Psychometric Interpreter” as coined by the authors in the following article are a breed of specialists, known for skills and knowledge in the tools of Psychometrics and are adept at using them to diagnose and break down challenging situations that involve people. The Psychometric Interpreter can identify the less than obvious behaviours and communication that impact performance, thus bringing in a laser like focus to the most pressing issues in any scenario. They see team dynamics as a function of individual member characteristics and attitudes, and bring in solutions to improve cohesiveness, trust and synergy.

‘Psychometric Interpreters’ are in demand worldwide in the fields of Management, HR and Socio-Behavioural science. They could be counsellors, coaches, behavioural modification consultants, trainers, teachers, psychologists, change agents, human resource professionals, people developers, recruiters and others. Whatever the channel, their value lies undoubtedly in transforming ‘limiting mindsets’ to ‘enabling mindsets’, leading to enhanced self-confidence, academic performance, career growth, rewarding interpersonal relationships, work-life balance and leadership outlook.

This article also explains the role of Psychometric interpreters in areas such as Training, Coaching, team building, recruitment, organisational development, education – teaching, parenting and the list goes on... This article is one of its kinds and needs further research as its application and use is humongous to all the areas of life.

**KEYWORDS:** Psychometric Interpreter, Psychometric Assessments, HR, Counsellors, Change Agents, Recruitment, Education, Organisation Development, Training, Coaching