

# Using psychometrics to support young people: Coaching & Career Counselling

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# Consultation with an occupational psychologist



## Aims & Objectives

**Describe a case where we have used psychometrics to help us diagnose a client's needs and propose potential solutions so that they can find a suitable career relevant to their strengths and thereby lead a more fulfilling life.**

## Esteem's Approach to Helping its Clients

1. Establish client needs and deciding if we can help
2. Conduct an in-depth assessment
3. Consider whether any psychometric tools should be applied. If so, which tools should be chosen?
4. Consolidate research data
5. Explore possible solutions
6. Design and deliver intervention
7. Evaluate effectiveness of intervention
8. Provide additional support such as coaching & personal development programme

## Case Study Client Characteristics

- Age: Mid-20s
- Unhappy in their current role in retail
- Unable to gain graduate level employment
- Struggles to accept rejection
- Spends a lot of time alone playing video games and drawing
- Social relationship issues – has only one friend from school whom he sees less and less
- Feels rejected by his community and behind his peers professionally

## Proposed Solutions Proffered by Client

- High-status job in line with his degree i.e. graphic designer
- His parents would be happy with him
- His community would view him more favourably
- He would be more popular and have more friends including female friends
- He would have more money to travel and enjoy his life

## Client Assessment

Internal assessment form  
Face to face Interview  
Psychometric tools



## Assessment results

- Degree choice was influenced by early experience of video gaming and development of artistic skills
- Desire for a career change is very much status-driven
- Highly artistic temperament
- Intrinsically motivated
- Extremely diligent and highly conscientious to a fault
- Has difficulty detecting social cues
- Low level of resilience to stress



## Menu of possible solutions

- Refer client to a clinical psychologist for a full neurodiversity assessment
- Seek more information from their family
- Provide career counselling before referring them
- Provide coaching focusing on personal development

## Sequence of Stages for Intervention

- Career Counselling – 6 sessions
- Coaching – 6 sessions
- Established family support for clinical assessment
- Referred client to a clinical psychologist



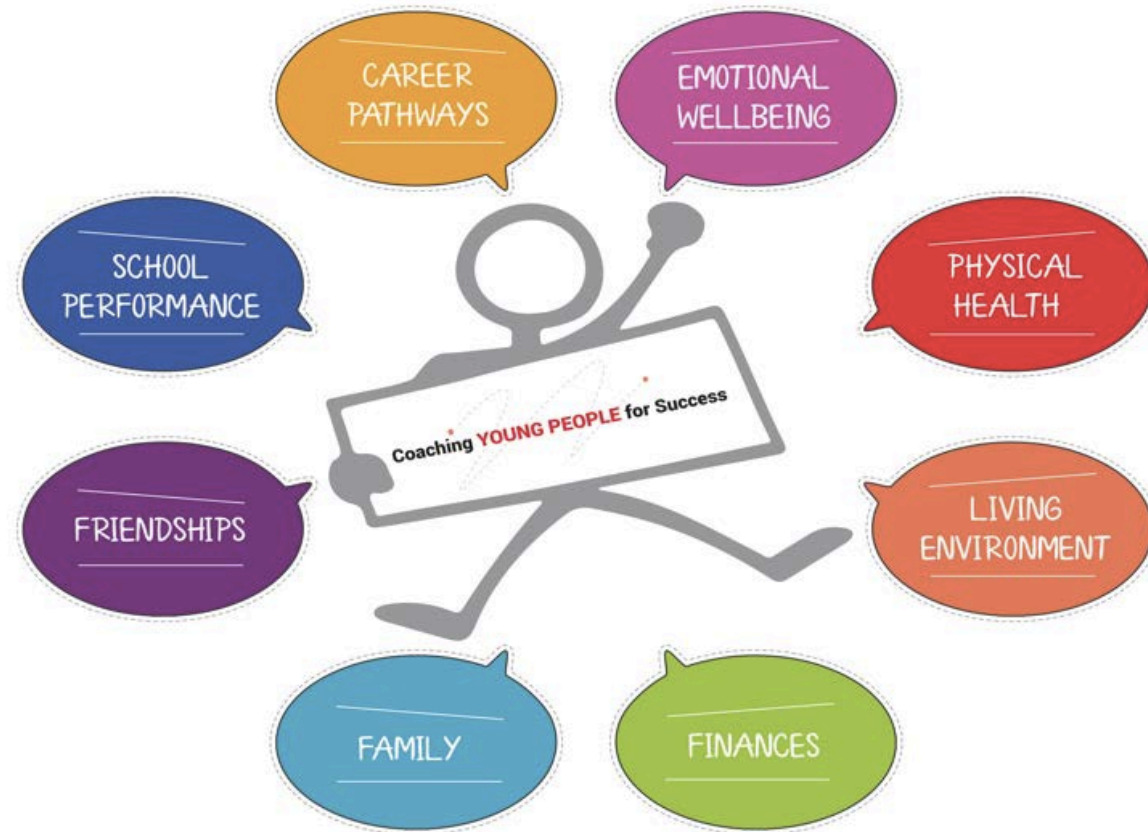
# Outcomes

- He has become very independent and well-organised.
- He is now much more resilient and optimistic ; he has developed effective coping strategies to recover from personal setbacks.
- Client found a career direction in IT industry with minimal customer service element providing him with a base income.
- Client has written 4 short novels and a comic book– now has his own publisher; his works are available on Amazon.
- He has visited Japan.

# Summary

- Psychometric tools help us identify some fundamental issues that may be unknown to the client or may not be immediately obvious to the psychologist.
- The effectiveness of these tools depends on the psychologists' experience of knowing how to use particular tools suitable for individual needs.
- The psychologists need to exercise their professional judgement to decide what information they should provide to their clients depending on their personality profile.
- Ethical evidence-base approach

It takes more than  
one psychologist to  
help the whole  
person



Q&A

**Thank you**