

# Student Sponsorship Programme

Psychological Consultancy Ltd



## Who are PCL?

Since 1992 PCL has provided an energetic and revitalising influence in the business psychology sector. Impatient to see the clear messages from research impact on the often dated and unduly conservative practices then prevalent, PCL has been enthusiastically 'rattling the cage' with world class ideas and innovations, seeking to change the agenda and to establish a new and purposeful edge in terms of professional practices and the tools needed to implement them.

PCL is based in Tunbridge Wells, and has a global network of partners and affiliations in Europe, North America and South Africa.



### Our experience

Geoff Trickey is a Chartered Psychologist with a BSc in Psychology and an MSc in Educational Psychology from University College London (UCL). He is a Fellow of the Royal Society of Arts and an Associate Fellow of the British Psychological Society (BPS).

Gillian Hyde is a Chartered Occupational Psychologist with a BSc in Psychology from UCL, an MPhil in Criminology from Cambridge and an MSc in Occupational and Organisational Psychology from Birkbeck College, London. She is a founder member of the Association for Business Psychology and an Associate Fellow of the BPS.



## What do we do?

PCL lead the field in business-based assessment, and specialise in the area of personality assessment. We utilise evidence-based, accountable practices that deliver effective solutions to businesses, whilst ensuring that ethical HR and British Psychological Society practices are promoted.

PCL were the first consultancy to introduce the now ubiquitous Five Factor Model into the UK, the first company to administer personality assessments over the internet, and the first UK-based distributor of Hogan Assessment tools. PCL places considerable emphasis upon research and applied psychology, and we have channelled our substantial expertise into creating and developing our own psychometrics, which currently include Profile:Match2, the Risk Type Compass, the Employee Engagement Survey, and PCL Ability Surveys.

For further information on our history, services, and tools, please visit our website at [www.psychological-consultancy.com](http://www.psychological-consultancy.com).



# PCL Products

## Risk Type Compass®

The Risk Type Compass® personality assessment focuses on differences in the way individuals perceive, manage and make decisions about risk. Based on extensive global psychological research, it places individuals into one of eight distinctive Risk Types, providing insights that have important implications for individuals, teams and organisations.

Individuals are influenced by risk on a daily basis, and understanding how we react is essential to understanding performance, satisfaction, and well-being in a wide range of professional settings. Notable examples of effective utilisation of Risk Type Compass® across various job roles and industries include Health & Safety, investment banking, and auditing.



## Profile:Match2™

Profile:Match2™ is a personality assessment that can be configured to meet the needs of various contexts, roles, and requirements. It is built upon the Five Factor Model of personality, and utilises algorithmic processes to translate these factors into 27 different workplace competencies.

Profile:Match2™ also encompasses 6 values that can be used to identify the most significant motives, aspirations, and principles that drive an individual in their decision-making processes.

By incorporating measures of personality and values into the functions of Job Analysis, Selection, Development, and 360° evaluation, Profile:Match2™ is able to represent a versatile and targeted psychometric that can be tailored to a variety of situations.



Profile:Match2

# The PCL Student Sponsorship Programme

The PCL SSP encompasses several key components that have been designed to provide successful applicants with a range of benefits. The most notable examples include:

## Dissertation support

PCL possess a wealth of understanding in the areas of research and application, with staff who have obtained extensive practice-based experience and academic achievement. Our goal with the Student Sponsorship Programme will be to call upon this sizeable body of knowledge to inspire, inform, and support the successful applicants of the programme in the completion of their dissertations.

## Free use of PCL online tools

PCL are true innovators in the field of personality assessments, and provide tools that are unique and unrivalled in their conceptual focus and real-world application.

The costs of the various individual reports PCL offer

range from £11 to over £100 each, which means that students will be able to provide participants, and their employing organisations, with free access to the reports needed for completion of their project. The ability of students to administer established and well-validated measures of personality will not only ensure that high quality data will be generated, but also aid in the recruitment of participants into the dissertation's sample. Most recently, a student was able to administer over £2,500 worth of Profile:Match2 Development reports to participants employed by a major hotel chain. We have also provided university students with free access to our system to support exercises undertaken as part of their MSc courses.

## Post-graduation support

PCL are committed to providing students with the best platform to promote their work, as doing so will help demonstrate the ability of the individual and the strength of the tool. We possess a dedicated marketing team who can provide advice and guidance on how best to utilise your dissertation outputs when targeting interested industries and organisations, and we are keen to encourage students in pursuing various avenues of promotion that will benefit the individual, the university, and PCL. Examples of post-graduate output could include, but are not limited to, national and international

conference presentations, various publications, and social media campaigns.

## **Work experience**

We are also keen to offer work experience opportunities to successful applicants either remotely or on a face-to-face basis, as this will help students to better understand the industry in which they are seeking employment. Our focus is to provide participants with a deeper understanding of our tools, from their conceptual underpinnings, developmental requirements, operational validation, and marketing focus.

We will consider various avenues of work experience, and will ensure that the developmental objectives of students are prioritised. We have provided numerous work placements in the past, and the resulting experience has proved highly advantageous to the individuals concerned.

## **Professional skills event**

In order to provide additional insight and support the development of professional skills, participants of the PCL SSP will be invited to a professional skills event to be held at our offices in Tunbridge Wells (see the included flyer for details). Attendance is free, and standard bus and rail fares will be reimbursed by PCL. Please see the

‘Professional Skills Event’ section included overleaf for a breakdown of what the event will encompass.

## **Previous dissertations**

Throughout its history, PCL has provided valuable support to a range of students conducting research for their MSc dissertations. Titles of notable examples include:

- Effective leadership and risk taking propensity in an organisational business context: In search of meanings when accounting for followers’ perception of leader’s effectiveness and risk type
- Linking pathological strategies for dealing with email and smartphone communication technologies to perceived job efficiency, well-being and personality
- An investigation into personal values, corporate social responsibility orientation and risk tolerance
- The use of a competency-based psychometric tool to identify high-performing staff in the hospitality industry with particular focus on a London 4 star hotel





## SSP Professional Skills Event

The following event will take place at our offices in Tunbridge Wells. Please view the flyer included in this brochure for details. Standard bus and rail fares will be reimbursed by PCL. **Please note: attendance for all successful applicants is mandatory.**

### Meet with key PCL staff

This part of the event will introduce students to members of PCL staff who will be providing various aspects of support and advice over the course of the Student Sponsorship Programme.

### Introductory session to PCL's psychometric tools

This session will serve to introduce students to the key tools that have been created, developed, and utilised by PCL. The primary focus will be Profile:Match2 and the Risk Type Compass. The

session will explore the conceptual underpinnings, technical mechanisms, and areas of application for each tool.

This session will give students the building blocks of understanding that will enable them to make an informed choice about the tool they decide to incorporate into their research framework, the format and meaning of the data they will be working with, and the potential targets for collaboration and publication.

### Exploration of previous research projects

This session will explore previous research projects conducted by PCL, allowing students to view each stage of the process from their conceptual inceptions, completion of analysis and write-up, and promotion of findings.

Providing previous examples will encourage students to consider how best to structure their own work, identify potential targets for sampling purposes, and avoid possible pitfalls encountered by previous researchers.



## How to manage your stakeholders

This session will tie in closely with consultancy skills, and encourage students to consider each of the stakeholders involved in their research projects. As well as the students themselves, they will be encouraged to explore the expectations and requirements of PCL, participants, and the organisations that they are working with.

## Networking and personal promotion

A student's MSc dissertation will probably represent their greatest academic achievement, in terms of a single piece of work. If a dissertation is highly reflective of the student's ability and interests, it should form a cornerstone of their networking, self-promotion, and interaction with the industry after graduation, yet more 'traditional' aspects of academia rarely address these opportunities.

This session will draw upon PCL's expertise in the promotion, marketing, and dissemination of information, encouraging students to consider various ways in which they can self-promote and network using the outputs resulting from their participation in the SSP.

## The independent option

When combined with the knowledge base of your MSc, the skills obtained through the SSP will give Graduates a considerable edge over the competition when applying for a broad range of relevant roles. However, the alternative opportunity of pursuing an independent practitioner route should also be considered.

In this session, we will explore a 'toolbox' of skills and approaches that will prove invaluable in setting out as an independent practitioner. We will discuss techniques for good practice in areas that include client relationship management, effective and ethical utilisation of assessment tools, striking balance between delivering assignments and procuring new projects, and managing your continued professional development as a consultant.

## PCL alumni

Sessions will explore the open-ended relationship with PCL that the student can enjoy, including ongoing support in the promotion of the student's work, involvement with PCL activities, and open-ended discounted access to PCL's tools after the programme has been completed.

# Think like a PCL Researcher

We strongly encourage potential applicants to reflect upon the following criteria that will be used to evaluate SSP candidates.

## Stakeholders/Sample

- Who are the key stakeholders of the research?
- How will you address and meet each of their needs?
- Could any additional benefits and opportunities arise from your research?
- What organisation(s) would you target, and why?
- What is your predicted sample size?
- What would your participants and organisation(s) receive in return?

## Promotion

- How would you promote your completed work?
- What platforms would you use?
- Who would you target, and how?
- Is there a conference/event you will target, and why?
- When is it, and when would the work need to be submitted?
- How could PCL help promote your work in a way that will benefit them as well?

## Objectives/Outcomes

- What could the business implications of your research be?
- How will the research benefit your ability to consult and advise managers?
- Who would benefit the most from your findings?
- How will the research benefit the next step in your career?

## PCL tools

- What PCL tool would you use, and why?
- How will you accrue the level of understanding required to interpret and analyse the data?
- Which areas of knowledge will you need to develop to use the tool?
- Have you read and agreed with the data sharing agreement?
- How will the PCL tool tie in with conceptual aspects of the MSc dissertation?

## Publication

- What publications would be relevant?
- Is there an industry journal?
- Who would you like to co-write with?
- What expertise/experience would they bring to the collaboration?
- Could you publish more than one output?

## How to Apply

If you would like to apply for the PCL SSP, simply write a statement of interest (500 words max), outlining how you would benefit from taking part in the programme. As well as points identified in 'Think like a PCL Researcher' section, the 'PCL Professional Skills Event' section, and our website, [www.psychological-consultancy.com](http://www.psychological-consultancy.com), you may also want to consider:

- Which PCL tool would be best suited to your research interests
- The key stakeholders involved in your research
- Potential approaches and avenues for promoting your work outputs from the SSP

Once completed, please email your statement of interest in an attached Word file to: [simon@psychological-consultancy.com](mailto:simon@psychological-consultancy.com). **Please note, you will also need to confirm your ability to attend the mandatory PCL Professional Skills Event taking place in Tunbridge Wells. Please check the included flyer for details.**

The deadline for submissions will be 6th of November.  
Successful applicants will be notified by 18th of November.

## Agreement for student research

In order to collaborate with PCL the student must agree to the following terms:

- Honour all copyrights to PCL materials
- Permit PCL to access all data
- Permit PCL to archive the research data in an anonymised format
- Permit PCL to use research data for future publications
- Submit a copy of the final paper to PCL's Research Department

Apart from the specific testing materials and scoring services agreed to, the researcher shall not incur any costs, fees, expenses or other liabilities for PCL associated with the scope of this project as written above.

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