

An opportunity has arisen to encourage personal development and reflection for each of our students.

It is becoming more and more important for individuals to be able to reflect upon themselves and be able to identify their strengths and their limitations in everyday life and in the workplace.

Encouraging individuals to start this process early can help lead to more successful university applications, job interviews and career pathways. In particular, the personal statement on university UCAS forms is one of the most important sections, as admissions tutors often use this section to identify the persona of the student that they may potentially be offering a place at their university.

The opportunity that we as a school have is to provide each student with a personality test, feedback session and a one-to-one session with a trained psychometric occupational tester. A personality test can provide great insight into a person's character and by using the results of such tests students can really add to their personal development and reflect upon any possible strengths and limitations. This kind of test is particularly useful for students who have ambition to be high achievers and have a thirst for knowledge and personal development.

The test employed will be the **ECCOS** personality test. The **ECCOS** questionnaire is a form of the original Eysenck personality test. It will reveal the student's level of tough-mindedness, extraversion, anxiety, impulsiveness, venturesomeness, empathy, and social desirability. The results of this can be used to help understand and develop an individual's personality processes and encourage self-discovery and reflection.

Students will initially receive a pre-test briefing and questionnaire to ensure that they understand how the test works and what they have to do to complete it. This will be followed by a session where all students will complete the questionnaire.

The questionnaire will then be scored and a written report will be produced for each student. This report will describe the results, highlighting areas that may need to be addressed and areas in which the student excels.

The report will be accompanied by a one-to-one feedback session, where the results will be discussed with the occupational tester. Here, students will be able to

reflect upon the way others may see them and perhaps set themselves targets if there are any areas in which they may wish to adjust.

This will be followed up again later in the year by an additional feedback session with the students to see how they have successfully achieved any adjustments they wished to make. At this point further guidance will be provided to help the student achieve and develop successfully.

An optional extra that can provide further understanding is that each student may then receive a further report on each feedback session with a key summary of the discussion and areas in which the student wishes to develop and how he/she may achieve that development.

The **ECCOS** personality test is a fantastic tool, and could really aid our students in their personal development as individuals.