About our certification training

Sarah Kippernes - 2026-07-07 - Certification and training

For new users of workplace psychology tests

We have created a series of courses for those who have little previous experience of using tests. During the courses Module 1 and Module 2, you will learn what you need to become a safe and competent user of workplace psychology tests. The course series provides authorization to use Aon's test portfolio.

For English language, the course series is conducted through e-learning. Please contact our support department at kontakt@aon-assessment.com for more information or registration.

Module 1: Introduction to ability and skill tests

Module 1 is a general introductory module covering most aspects of work psychology test methodology with a focus on ability and skill tests. In this module, common statistical concepts are also covered so that participants are able to understand and interpret test results from ability and skill tests.

The course has a theoretical and practical focus and covers the ability and skill test battery scales.

Persons who wish to use personality tests and motivational assessments proceed to module 2.

Module 2: Introduction to personality test and motivational assessment

Our Module 2 course builds on the Module 1 course and provides training in the use of profile tests (personality test and motivational assessment). You'll learn how to understand and interpret test results and give feedback to respondents, and we'll practice performing competency-based interviews based on test reports. We also review our digital job analysis tool.

About ADEPT-15

ADEPT-15 is our newest personality test. The test was DNV certified in 2023 and is the successor to shapes. The ADEPT-15 team won the prestigious M. Scott Myers Award for Best Applied Research in connection with the development of the test, highlighting that the ADEPT-15 was developed with a solid scientific foundation and an innovative, adaptive measurement technology.

ADEPT-15 is ideal for both recruitment and development. With a comprehensive personality and competency model and a great candidate report, ADEPT-15 is a great choice for those who will be working with personality mapping in the future! If you are a certified user of shapes management, you can get training and certification for ADEPT-15 by completing a short e-learning course (duration around 3 hours, price NOK 1650,-).

About views

views is our motivational assessment, and is an adaptive assessment with a patented scoring mechanism. It measures 18 dimensions related to work-related values, motivation and interests, and takes approx. 20 minutes to complete. It can be used independently of, but also as a supplement to a personality assessment.