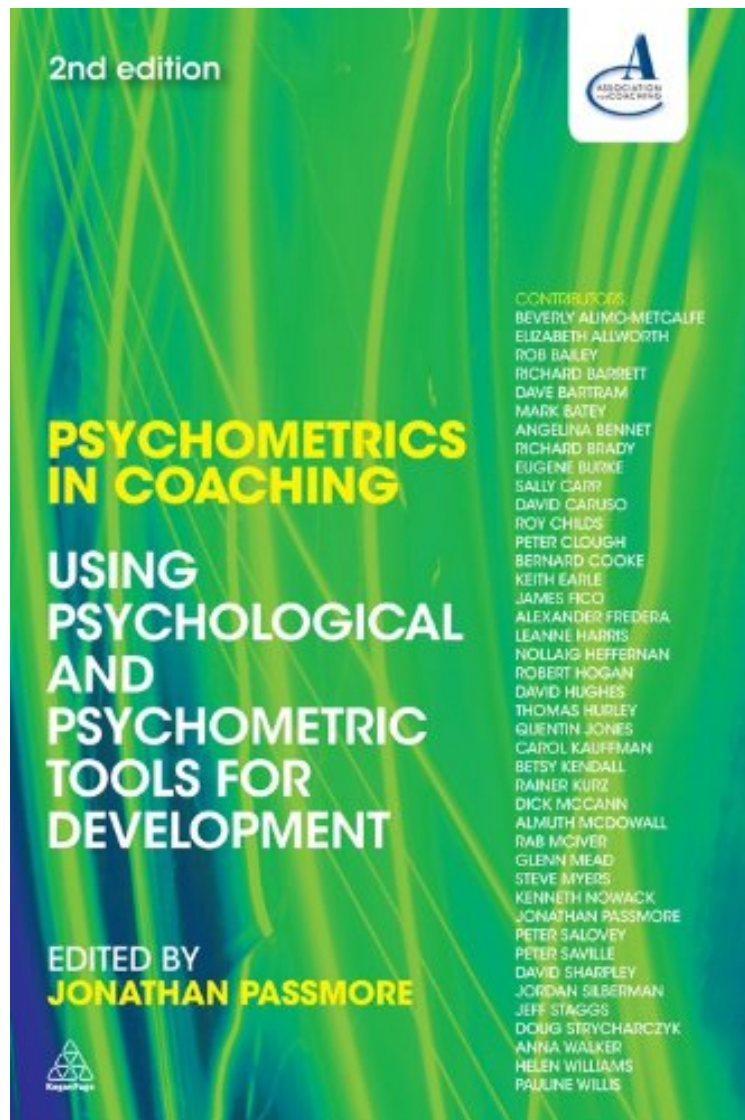


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answers to why some tools are more appropriate to your situation. A good book³ of 4 people found the following review helpful. Ethics, ethics, EthicsBy Deat L LaCourI can agree with the value and utility of psychometrics for coaching clients. However, Passmore's promotion and positioning of these tools should be critiqued. This is another example of practitioners advancing practice that undercuts ethical application. Specifically, testing and assessment by individuals whose only training might be the book and their "Coaching certificate" equates to impairing client outcomes, professional practice and the profession's integrity. Just because you can get your hands on a psychometric and use it on a client does not mean you've been trained and accomplished in this area of practice.

With a growing demand for psychometric testing in the coaching profession, coaches and practitioners alike need to understand the psychology underpinning the tests as well as how to select and apply them effectively. Written by an international team of global coaching practitioners and psychometricians, *Psychometrics in Coaching* provides an overview of using psychometrics and providing feedback and offers clear explanations of the key models and tools used in coaching today. Whether you are new to using psychometric tests or an experienced practitioner, this book provides you with a deep understanding of the models, the theory and research behind them, their reliability and validity, and how to implement them as part of a wider coaching and development programme. *Psychometrics in Coaching* is an essential resource for those seeking expert guidance from the leading writers in the field, as well as students on psychology, psychometrics, business and human resources programmes.

Coaches, coachees, HR practitioners, students of coaching and HR
Praise for the previous edition: "De-mystifies the process of coaching and psychometric tests...Jonathan Passmore...has assembled a contributing team from the who's who of people development." --PersonnelToday.com
"An invaluable addition to the growing number of books on coaching. *Psychometrics in Coaching* is a must for those commissioning coaching, for coaches wishing to improve their knowledge of this area and for those studying leadership. The clear style makes it accessible for readers new to this area as well as being suitable for experienced practitioners -- a useful book to add to the library." -- *Coaching at Work*
"Fills an important gap in the coaching literature." --David Clutterbuck, Clutterbuck Associates
"A very timely book. Both coaching and psychometrics are fast growing areas. Psychometric test results help build the foundation on which effective coaching rests. Any coach should know this information." --Professor John Rust, The Psychometrics Centre, University of Cambridge
About the Author
Jonathan Passmore is an occupational psychologist and a coaching supervisor. He has wide business consulting experience, having worked for PricewaterhouseCoopers and IBM Business Consulting and as a chief executive and company chairman in the sports leisure sector. He is based at the School of Psychology, University of East London where he is Director for the Coaching and Coaching Psychology programs. He is the author of several books and editor of *Excellence in Coaching* (Kogan Page).