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PEOPLE PSYENCE®



Saville Wave® Accreditation Course

Training Workshop | 3-4 November 2025 | 9am - 5pm

Unlock Deeper People Insights with Confidence

Gain the skills to professionally interpret and deliver feedback using the industry-leading Saville Wave® Behavioural Assessment. This course empowers practitioners such as HR professionals, coaches, and consultants to confidently apply Wave® assessments in talent selection, development, and leadership.

You will learn to:

- ✓ Accurately interpret Saville Wave® assessment results
- ✓ Deliver professional feedback using Saville Wave® results (e.g. Expert Report)
- ✓ Understand psychometric properties of Saville Wave® assessments
- ✓ Apply Saville Wave® assessment across a range of talent management applications

Accreditation that elevates your expertise and impact.

Training Period : Two (2) days

Time : 9am-5pm

Date : 3-4 Nov 2025

Venue : Boardroom, Co-labs Coworking KL Sentral
Lot 2.01A, Level 2, Nu Sentral Shopping Centre,
Jalan Tun Sambanthan, Kuala Lumpur Sentral,
50470 Kuala Lumpur

Programme fee : RM6,858 *inclusive of 8% SST*
(100% HRDC Claimable under a special grant)
(Inclusive of Personal Wave® Professional Styles Expert Report)

HRDCorp MyC0ID : 1046528V

HRDC programme code : 10001442462



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Saville Wave® Professional Styles Expert Report
Top Psychometric Assessment in the UK

Programme Outline

Module 1: Introduction to Testing

Delegates learn about the background and types of psychometric assessments.

Module 2: Job Analysis

Delegates learn about job analysis, a process to identify and determine in detail the particular job duties and requirements, and the relative importance of these requirements for a given job.

Module 3: Assessment Choice and Administration

Delegates learn about the factors to be considered when selecting assessments and options available to design the assessment process.

Module 4: Introducing Wave®

This section provides an overview of the Wave® model and its questionnaires, and how it works in various applications.

Module 5: Deep Dives & Expert Report

Delegates learn about the three deep dives (facet range, motive-talent splits, normative-ipsative splits); response style; and how to identify potential behavioural distortion. Delegates are taught on how to interpret different combinations of dimensions and learn how to make sense of the splits in the profile.

Module 6: Wave® Feedback

Upon covering the best practices to conduct feedback, delegates practise delivering feedback to buddy on Wave® behavioural profile.

Module 7: Focus Styles

Delegates learn about another simpler version of Wave® behavioural questionnaire and its applications.

Module 8: Applications of Wave®

Delegates will be introduced to various assessment reports powered by Wave® questionnaire and its applications.

Module 9: Reliability & Validity

This section covers the psychometric properties of Wave® questionnaires.

Module 10: Selection Case Study

This is a group-based activity that involves applying Wave® assessment within a selection context. Delegates are required to perform job analysis and profile the role, followed by consider a candidate's profile against the criteria identified.

Module 11: Development Case Study

This is a group-based activity that involves applying Wave® assessment within a development context. Delegates are required to review a manager's development report, identify the areas of strengths and potential limitations, followed by evaluating the manager's work roles and the team dynamics led by the manager.



Sharon has over 15 years of experience in talent management, specialising in assessment centres, competency modelling, success profiling, employee engagement, and 360° feedback. Since 2010, she has partnered with clients across industries to design and implement customised assessment solutions, including business simulations for leadership development, succession planning, and talent acquisition.

A certified assessor for Saville Wave, Talent Q, and SHL's OPQ tools, Sharon is skilled in behavioural assessments, competency-based interviews, and delivering insightful feedback. As an HRD Corp-certified trainer, she also conducts workshops on assessor skills, team alignment, and behavioural competency development, equipping professionals with the tools to make evidence-based talent decisions.

Trainer | **Sharon Liew**