

Applying EASA guidelines for assessment in the real world (keeping it useful and cost effective)

A workshop led by:

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“We’ve been looking into the problems you’ve been having with your motor vehicle, sir, and we’ve discovered that the problems lie somewhere between the steering wheel and the seat”

Automotive service director, Edinburgh

What are the issues that airlines will face in implementing the EASA guidelines?

You now have 5 minutes to come up with as many issues as you can think of for discussion



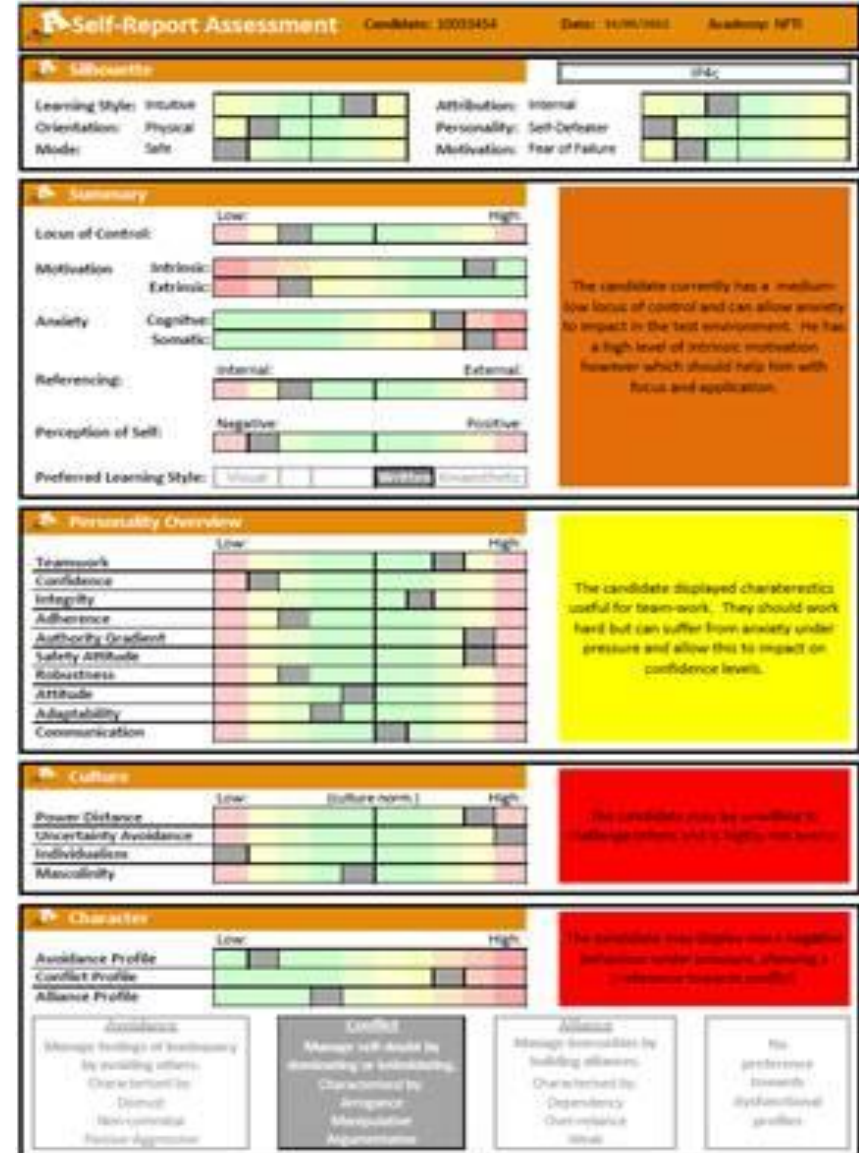
- Results of a quick analysis:

- Specialists in human performance enhancement
- Pilot pre-screening and assessment – commercial and military -
- Providing services since 1996
- Expanding services into specialist high-risk sectors including police – Armed Response and Royal & Special Protection

- Unique assessment & selection tool
- Can be used in differing variants to suit client needs and volumetric considerations
- Enables:
 - Bespoke, client/role specific reports
 - Better prediction of Candidate attainment
- Selection/Assessment of individual against:
 - Role, syllabus and culture of the organisation
 - Culturally sensitive
 - Experience sensitive

Questionnaire

- Adjusted for Culture
- Hazardous attributes
- Supports IATA competencies
- Unique ADAPT profiles for learning and attitude under pressure
- OCEAN



- The following are measured in ADAPT:
 - Resignation
 - Macho
 - Anti-Authority
 - Impulsivity
 - Invulnerability

- ADAPT includes scales for Anxiety, Stress Management, Vulnerability, Impulsivity and Locus of Control
- Personality traits are relatively stable over time and predispose an individual towards certain behaviours
- Mental health is a state that can vary significantly
- Impulsivity can affect decision making when mental health state is sub-optimal
- Complex interaction that requires ongoing monitoring

“The overall success rate for ab-initio to release-to-line operation is 98% - an excellent measure of the effectiveness of both the pre-selection and training”

Long, C, 2017, Training the EZ Way by CAT European Affairs,
The Journal of Civil Aviation Training, Issue 2





We are not always what we appear to be

Thank you for listening
Questions?

- MindQ complements the Health Risk Assessment (HRA) and wellness program ecosystem, creating a robust solution for participants.
- MindQ is unique in the market, as a scientifically-validated assessment that helps drive targeted intervention to support employee growth and resilience. In addition to HRA and wellness programs, MindQ may also be used in conjunction with Employee Assistance Programs (EAPs) and other programs and/or tools that support intervention to address employee mental health risks.

The MindQ Mental Health Risk Assessment assesses the *risk* of exhibiting problems shown to have a negative impact on health and workplace effectiveness criteria such as productivity, absenteeism and presenteeism. Four distinct areas of risk are assessed:

Life Dissatisfaction:

Assesses risk of dissatisfaction with various aspects related to general wellbeing and quality of life that serve as foundations for resilience

Stress Coping Risk:

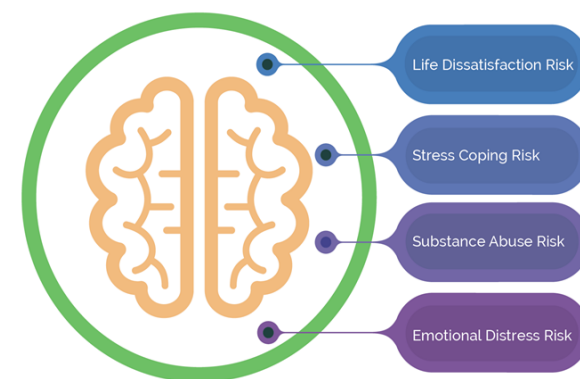
Assesses risk of using a habitual style of coping with negative or stressful situations known to be ineffective, leading to augmented rather than diminished stress.

Substance Abuse:

Assesses risk of alcohol and substance use to an extent that is disruptive to work and life.

Emotional Distress:

Assesses risk of exhibiting chronic and problematic levels of depression and/or anxiety.



MindQ meets four criteria crucial to ensuring efficacy and accuracy:



RELIABLE

The assessment measures the same thing each and every time. Must be confident that any change in scores is due predominantly to change over time in the variable of interest (rather than to random error)

NORMED

The assessment has been normed on demographically representative groups. Respondent's scores are compared to an appropriate and representative norm group



VALID

The assessment measures what it's supposed to measure. Must be confident respondents are being correctly classified when taking the assessment

FAIR

The assessment does not discriminate against protected groups. Scores should not be impacted by gender, race, disability status, etc



Fully Compliant – IATA Guidelines

- Multi-staged approach
- Culturally aware on all counts
- Gender, experience and age sensitive
- Objective
- Integrated – personality, skills and performance
- Meeting all levels of career development
- Ensuring a safe operating environment
- FAA approved

Outcomes

- Clients cadet profile taken into account
- Cadets pre-screened and assessed – only those scoring above average or better considered
- Consistent quality of candidate

Cognitive Tests

- Different levels of difficulty
- Presented from a Question Library where items are randomly selected to prevent cheating
 - Numerical Reasoning
 - Linguistic Reasoning
 - Spatial reasoning
 - Perception speed and accuracy
 - Working Memory
 - Mental Rotations
 - Situation Awareness
 - Visual and Auditory preference

SRR

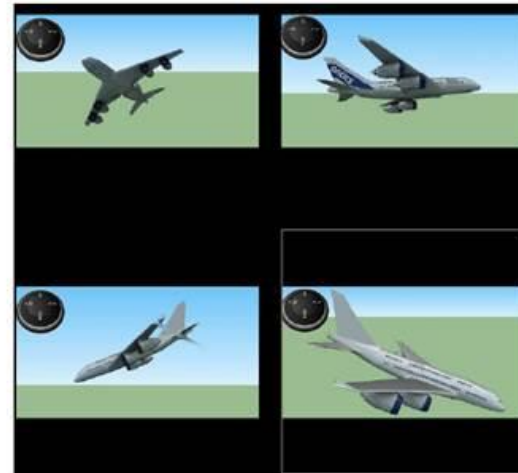
(Answer options needs to appear after question images for candidates – displayed here together for information purposes only)

1) Select the aircraft orientation that represents what is shown on these 2 instruments.

Qu:



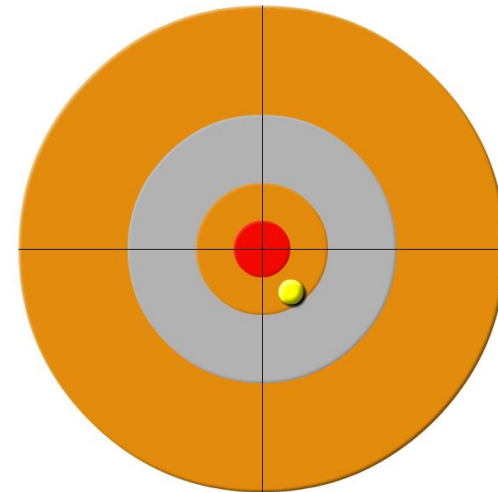
Answer: D



Physical Tests

- Control
- Coordination
- Dexterity
- Multi Tasking
- Learning
- Situation Awareness
- Auditory and visual processing
- Working Memory

AREA 0: 0
 AREA 1: 0
 AREA 2: 112
 AREA 3: 754
 AREA 4: 1274



Contextual Flying Skills

- Ability to process information
- Pressure Management
- Operating in 3 dimensions
- Learning
- Control
- Fixed Wing and Rotary Wing variants, high quality graphics and large database

