



Flight Management Selection

Prediction of pilot performance has been a major problem for all airlines and air forces of the world. Methods for pilot selection currently in use differ widely, with tendencies to use more and more advanced techniques to predict skills and performance.

Although some cognitive and psycho-motor tests are generally considered effective as predictors of flight performance, it is also recognized that this correlation is highest with respect to elementary flight training but poor in the case of operational performance.

Today it is a well-known fact that personality factors, i.e. stress tolerance, psychological capacity, leadership and adjustment, have a great influence on operational flight performance. These deep-seated factors of personality will naturally attract more attention in the view of a new generation of aircraft and flight environment, and heavy demands on cost effectiveness.

Interpersona has developed a sophisticated and comprehensive program for pilot selection, which has proved highly successful in predicting operational flight performance, and thereby sharply increased cost effectiveness. Our unique methods, such as the DMT and the WHEEL, the experience of our psychological staff, and our general concept of selection, have been carefully evaluated within both air forces and civil airlines. We dare to claim that our program for flight management selection is a superior system for assessing the psychological factors determining training and operational success.

By sharply reducing the number of trainees with substandard operational piloting capacities, our system allows increased success ratios, substantial cost cutting in training and – most important – increased flight safety. Our program is of course always adapted to the specific task, but generally consists of the following parts:

- Testing of general abilities and flight attitudes
- Testing of stress tolerance manual and audio-visual tests assessing timesharing capacity
- Defense Mechanism Test (DMT)
- The WHEEL
- Assessment of leadership ability
- Interview

The program usually takes 7-8 hours to perform per test subject, and concludes in a comprehensive assessment of flight management ability.

Our co-operation with an airline usually starts with a study of its operations, policy, environment, types of aircraft etc., in order to adjust our work inter-actively with the customer. Follow-ups on a regular basis are also of great value, both to ourselves and the customer, since they provide a basis for continuous improvement and development.

Interpersona's system of flight management selection is applicable to all kinds of aviation; both fixed wing and helicopter, small aviation businesses, flying schools and large airline companies. Since our methods are based on deep psychological factors, they are independent of cultural background and may easily be adapted to other languages and cultures.