Personality Assessments

15FQ+ - Fifteen Factor Questionnaire +

A Comprehensive Assessment for Adults and Young People

A comprehensive trait-based assessment of personality across 16 primary personality factors, as well as a number of criterion measures including Emotional Intelligence, and Team Role. Provides insight into how respondents typically think, feel and interact in ways that may be productive or counter-productive, providing an in-depth assessment of strengths and development needs. Narrative reports describe an individual's typical interpersonal behaviour, thinking style and ways of coping with stress. A range of profile and narrative reports for decision makers and respondents are available. Extended reports include Team Roles, Leadership & Subordinate Styles, Career Themes, Strengths and Development Needs. Customised reports can be developed to focus on factors critical to your organisation. Interview prompts to further explore match and mismatch between the individual and role requirements are also available.

Timing 30 minutes + administrative time.

What it measures - The 15FQ+ can identify people who:

Crack under pressure	vs	Cope well with pressure
Lack Motivation & Drive	vs	Are self-starters
Create conflict and discord	vs	Resolve disagreements
Are insubordinate and defiant	vs	Are team players
Avoid decisions	vs	Are decisive and action-orientated
Are rule breakers	vs	Are diligent and compliant
Obstruct change	vs	Embrace change
Are careless and error prone	vs	Are attentive to detail
Are cold and callous	vs	Are participative and engaging
Are needy and dependent	vs	Are confident and self-assured
Are culturally insensitive	vs	Are culturally sensitive
Are hostile and suspicious	vs	Are open and accepting

OPPro - Occupational Personality Profile

A Comprehensive Assessment for Adults & Young People

Provides a focussed assessment of 9 core personality traits of central importance in customer facing roles and occupational settings. It is written in a straightforward and direct style that is accessible to people of a wide range of abilities. OPPro is a powerful tool that identifies strengths and development needs, and can be used for selection and assessment for promotion, career development and training.

Timing 20 minute plus administration time

The OPPro can identify people who:

Are moody and irascible	vs	Are stable and composed
Are tactless and blunt	vs	Are diplomatic and persuasive
Are negative and defeatist	vs	Are optimistic and persevering

Are submissive and avoidant	vs	Push for action
Avoid challenges	vs	Rise to a challenge
Are rigid and unbending	vs	Are adaptable and flexible
Are disorganised and chaotic	vs	Are systematic and meticulous
Are naïve and candid	vs	Are socially astute
Are shy and retiring	vs	Are lively and gregarious
Destroy trust	vs	Foster trusting relationships
Are stress prone	vs	Are resilient
Are sensitive and gullible	vs	Are tough minded and realistic

JTI - Jung Type Indicator

For Adults and Young People 15+

An alternative to the Myers-Briggs Type Indicator®, the JTI assesses personality within Carl Jung's framework of Psychological Type. Jung's model of Psychological Type identifies dimensions of preference: Extraversion vs Introversion (EI), Thinking vs Feeling (TF) and Sensing vs Intuiting (SN). The fourth dimension, Judging vs Perceiving (JP), identifies a person's dominant preference towards the world as either a judging attitude (T or F) or a perceiving attitude (S or N).

Measures a person's preferences and how they impact on areas including thinking style, interpersonal styles and problem-solving, the JTI is particularly effective for personal development, enhancing communication, counselling, guidance and team building. With its emphasis on the strengths and developmental challenges of each Psychological Type, Jung's theory of personality constitutes an essential component of many training and development programmes.

Timing 10 minutes plus administration time. Respondent reports for individual and team development.

Values and Motives

VMI – Values & Motives Inventory

For Adults and Young People 15+

Understanding a person's natural energies and drives helps identify both where they are likely to gain most satisfaction and make the greatest contribution. VMI profiles an individual's motivating forces to determine the amount of energy or effort they are likely to expend in different activities. It can be used on its own or as part of an assessment battery for selection, development, guidance or team building.

VMI provides a focussed, reliable and comprehensive assessment of personal values and motives. A measure of 12 factors of motivation grouped into 3 areas – interpersonal (values which influence an individual's approach to relationships with others), extrinsic (values which influence behaviour in the workplace) and intrinsic (values relating to personal beliefs and attitudes which guide an individual's approach to everyday problems).

Written in a style which makes them ideal to give directly to the respondent.

Timing 20 minutes plus administration time

WAI – Work Attitude Inventory

A measure of an individual's personal integrity and ethics in a work context. It is designed to help reduce counter productive work behaviours that can result in shrinkage etc. It measures attitudes and behaviours that are difficult to elicit using other methods. WAI can be used on its own or as part of a battery of work relevant assessments. Detailed innovative and group reports can be generated. Use with adults with a minimum of secondary/high school education. Use for screening, selection, audit and benchmarking.

Measures of integrity have consistently been shown to be good predictors of work-based performance across a range of roles and settings. Attitudes towards integrity have been found not only to predict honesty at work, but also to predict compliance with organisational rules systems and procedures, adherence to safety protocols, risk avoidance, etc. Having a well-defined sense of personal integrity, and a clear commitment to high ethical standards, has also been shown to be correlated with global ratings of work performance across many jobs. Candidates' ability levels may influence their understanding of what constitutes integrity and probity in any given working environment, as might their level of work specific knowledge and skills. It is therefore important to consider such factors when interpreting WAI results. Aptitude tests can be used to assess ability, and work specific knowledge and skills can be assessed through job sample tests and assessment centre exercises. It should be noted that while integrity is relevant to a broad range of jobs, a tendency to set oneself high ethical standards and to have a strong sense of allegiance to accepted codes of conduct, is often associated with a lack of expediency and, in the most extreme circumstances may result in the person being ridged and inflexible. Therefore the WAI may not be an appropriate screening tool for roles which require the incumbent to respond to situations in a flexible and expedient manner, and quickly grasp opportunities as they arise.

Please Note: The WAI does not assess whether someone is, or is not, honest. Rather it assesses that person's attitude towards honesty. While attitudes are known to be highly predictive of behaviour, they are only one of the many factors which influence behaviour. Other factors which influence behaviour are social/cultural norms, situational contexts, etc. When used for selection and assessment, the significance of the WAI results should be interpreted alongside information gained from other assessment methods and with reference to the employment context.

To provide a more comprehensive view of this individual you may wish to look at the following assessments: Fifteen Factor Questionnaire Plus (15FQ+), Values and Motives Inventory (VMI) General Reasoning Test (GRT2), Critical Reasoning Test Battery (CRTB2).

Detailed individual narrative and group (ranking) report provide detail of likely risk and a break-down of specific areas of concern.

Timing Approximately 15 minutes plus administration time

Aptitude & Ability

GRT1 – Graduate Reasoning Test

For Graduate and Management Calibre Adults

A comprehensive and in-depth measure of mental ability, GRT1 has been designed to assess high level reasoning ability. It consists of three sections measuring Verbal, Numerical and Abstract reasoning ability.

Verbal Reasoning measures verbal fluency, vocabulary and the ability to understand and reason using words. Appropriate for all jobs which require a high level of verbal ability e.g. managerial, senior sales and administrative positions, system analysts, marketing and advertising executives.

Numerical Reasoning measures the ability to use and understand numerical concepts, to reason using numbers and perceive logical relationships between them. Appropriate for all jobs which require a high level of numerical ability e.g. accountants and others in the financial services sector and for all senior positions which require dealing with financial and technical data.

Abstract Reasoning measures the ability to understand abstract logical problems and use new information outside the range of previous experience. This is the purest form of mental ability and is least influenced by previous education and achievement. It is appropriate for all jobs which require bringing logical analysis to bear in novel, intellectually demanding situations e.g. senior management positions, technical and scientific posts.

For the assessment of high level general reasoning ability for graduate and management level candidates. Decision-maker and respondent reports with group report option for decision-makers. Use for selection, individual development and guidance.

Timing 28 minutes plus administration time

GRT2 – General Reasoning Test

For Adults of a Wide Range of Ability & Young People 15+

A comprehensive, detailed and accurate measure of mental ability, this test has been designed to assess reasoning power for those of general ability. It consists of three sections measuring Verbal, Numerical and Abstract reasoning ability.

Verbal Reasoning measures basic vocabulary, verbal fluency and he ability to reason using words. The test is appropriate for all jobs which require a general level of verbal ability e.g. junior sales and administrative positions, clerical jobs.

Numerical Reasoning measures the ability to use numbers in a logical, efficient way. The test is appropriate for all jobs which require a general level of numerical ability e.g. accounts clerks and technical roles.

Abstract Reasoning measures the ability to understand abstract logical problems and use new information outside the range of previous experience.

For the assessment of adults of a wide range of ability and young people over 15. Decision-maker and respondent reports with group report option for decision-makers. Use for selection, individual development and guidance.

Timing 28 minutes plus administration time

CRTB2 (CRTBi Item Banked) – Critical Reasoning Test Battery

For Graduate & Managerial Calibre Adults

Used for assessing high level critical reasoning ability. Critical Reasoning is an ability that is central to all roles that require the incumbent to take logical decisions based on complex information. The CRTB2 comprises two sub-tests which measure verbal and numerical critical reasoning.

Verbal Critical Reasoning measures the ability to understand and accurately draw logical conclusions and inferences from complex reports. Consequently, it forms a key assessment for managerial and professional roles which require accurate interpretation of written reports and rational decision making.

Numerical Critical Reasoning measures the ability to understand and critically evaluate a wide range of numerical data and draw logical conclusions from this. It forms a key assessment for managerial and professional roles which require the ability to understand financial, numerical and statistical information.

Can identify people who:

Take ill informed decisions	vs	Weigh up evidence logically
Fail to grasp numerical concepts	vs	Identify trends in data
Overlook core information	vs	Isolate the key points in an argument
Struggle to grasp complex arguments	vs	Understand complex arguments
Fail to appreciate all the evidence	vs	Assimilate all the evidence
Are confused by statistical and financial data	vs	Comprehend statistical & financial info
Are slow to process information	vs	Process information quickly
Have poor business judgement	vs	Make well-informed business decisions
Are unable to find solutions to problems	vs	Solve problems effectively

Suitable for graduate and management calibre adults. Decision-maker and respondent reports, with group report option for decision-makers.

Timing 40 minutes plus administration time

CTB2 – Clerical Test Battery

For Clerical and Administrative Staff

This battery consists of four tests assessing a range of clerical aptitudes and skills: Verbal Reasoning, Numerical Ability, Clerical Checking and Spelling.

Verbal Reasoning measures basic vocabulary, verbal fluency and the ability to reason using words.

Numerical Ability measures the ability to use numbers efficiently in clerical and administrative contexts. This test assesses the ability to perform such tasks as calculating travelling expenses and working out the unit pricing of goods.

Clerical Checking assesses the ability to quickly and accurately check verbal and numerical information (names, addresses, code numbers and telephone numbers etc. against a target. It is a classic speed/precision test which assesses the ability to quickly and accurately code data.

Spelling assesses the ability to correctly spell commonly misspelt words. This test provides a quick and reliable measure of the candidate's ability to spell accurately.

Filing (on-screen application) assesses the ability to classify names quickly and accurately into an existing electronic alphabetical filing system.

Designed for general clerical and administrative positions. Use for selection, individual development and guidance.

ART – Abstract Reasoning Test

For Graduate and Managerial Calibre Adults

ART assesses an individual's capacity to perceive logical patterns and relationships and extrapolate from these, sometimes referred to as Fluid Intelligence.

Designed to assess the capacity to adapt to and learn from novel situations and experiences. The respondent is required to think holistically and analyse complex patterns across two dimensions, considered to be a core ability for strategic thinking. This ability is important for roles which require the incumbent to assimilate complex logical material, identify the patterns underlying this material and draw inferences from this.

Use for Selection and Individual Development. Decision-maker and candidate reports, with group report option for decision-makers. Particularly appropriate for use with graduate, managerial and professional groups.

Timing 30 minutes plus administration time

TTB2 – Technical Test Battery

For Applicants and Trainees at Craft or Technician Level

Measures the core skills that are required for selecting and assessing staff for engineering apprenticeships, craft apprenticeships or technical training. It consists of three tests: Mechanical Reasoning, Spatial Reasoning and Visual Acuity. Can be integrated with GRT2 to provide a fully integrated aptitude profile and narrative report. More than a measure of technical knowledge, TTB2 identifies potential to grasp technical concepts and put them to practical use, making it an essential assessment tool for anyone being considered for roles where technical ability is emphasised.

Mechanical Reasoning measures the ability to understand mechanical concepts and physical principles in operation. The items have been selected from a wide range of areas (including optics, electrics, fluids and mechanics) so users can be confident that they are measuring a broad range of mechanical reasoning ability.

Spatial Reasoning measures spatial ability through items that assess the ability to visualise patterns in three dimensions and match three-dimensional objects to two-dimensional patterns. The items have been selected to represent a wide range of shapes e.g. cubes, pyramids, cones, rhomboids and an innovative variety of other multi-faceted shapes. Users can be confident they are measuring a broad range of spatial/diagrammatic ability.

Visual Acuity has been specifically designed for on-screen assessment and measures the ability to work with highly detailed technical material such as wiring and circuit diagrams. The test involves following a single pathway through a complex maze and assesses visual and attentional capacity which is relatively independent of general ability. Developed for roles which involve checking, repairing and replacing electrical/electronic circuitry and components.

Use for selection, individual development and guidance. Decision-maker and candidate reports, with group report option for decision-makers.

Timing 45 minutes plus administration time

Adapt-g – General Ability (Item Banked)

For All Adults

Adapt-g is specifically developed to assess verbal, numerical and abstract reasoning domains of ability. It is useful for identifying employees who are likely to benefit from further training, those who demonstrate promotion potential and for assessing whether candidates have the minimum ability level necessary for a particular role.

Measures Verbal Reasoning – verbal fluency, vocabulary and the ability to reason using words. The test is appropriate for all jobs which require a level of verbal ability e.g. administrative staff, sales positions, system analysts and executives.

Numerical Reasoning – the ability to use and understand numerical concepts, to reason using numbers and perceive logical relationships between them. Appropriate for all jobs which require a level of numerical ability e.g. accountants, financial advisors, sales positions.

Abstract Reasoning – the ability to understand abstract logical relationships and reasoning new information outside the range of previous experience. Appropriate for all jobs which require bringing logical analysis to bear in novel, intellectually demanding situations.

For all levels of ability. Reports for the decision-maker and respondent available.

Timing Approximately 20 minutes plus administration time

IRT3 – Internet Reasoning Test (Item Banked)

Adults of a wide range of ability and Young People 15+

A comprehensive and in-depth measure of mental agility, designed to assess general reasoning ability. Consists of three sections measuring Verbal, Numerical and Abstract reasoning ability.

Verbal Reasoning measures basic vocabulary, verbal fluency and the ability to reason using words. Appropriate for all jobs which require a general level of verbal ability e.g. junior sales and administrative positions, clerical jobs.

Numerical Reasoning measures the ability to use numbers in a logical, efficient way. This test is appropriate for all jobs which require a general level of numerical ability e.g. accounts clerks and technical roles.

Abstract Reasoning measures the ability to understand abstract logical problems and use new information outside the range of previous experience.

IRT can identify people who:

Take poorly reasoned decisions	vs	Reason logically
Make numerical errors	vs	Perform complex numerical computations
Fail to grasp abstract ideas	vs	Quickly grasp abstract concepts
Have a poor vocabulary	vs	Have a good vocabulary
Are slow to understand issues	vs	Are quick thinking
Misuse words	vs	Understand words and their meanings
Fail to find solutions to problems	vs	Are effective problem solvers
Are slow to benefit from training	vs	Benefit from training
Are confused by numbers	vs	Make numerical errors

Decision-maker and candidate feedback reports. A group report option provides decision-makers with a summary of results from a number of respondents ranked according to performance.

Timing 14 minutes plus administration time

CRTBi - Critical Reasoning Test Battery (Item Banked)

Timing 40 minutes plus administration time.

OIP+ - Occupational Interests Profile

For Adults and Young People 15+

A comprehensive assessment for career guidance and development, OIP+ consists of an occupational interest questionnaire and a measure of personal work needs.

The 8 vocational interests identify work areas which an individual is likely to enjoy, whereas the 8 work needs assess how well suited they are to different environments and are related to the individual's personal needs within a chosen area of work.

Respondent reports with option to integrate with ability measures. The reports produce a detailed list of career suggestions based on the person's profile.

Can be integrated with GRT2 to provide an extended career assessment, or GRT1 for use in graduate careers assessment, counselling as well as managerial out-placement.

Timing 15 minutes plus administration time

LSI – Learning Styles Inventory

For Young People 15+ & Adults in All Levels of Position

LSI Assesses a person's learning style, helping them identify the strategies they most and least prefer to adopt when learning new material. It is a self-development tool that aims to help individuals maximise their learning potential by enabling them to tailor their approach to learning to match

their strengths. All learning styles have both strengths and weaknesses, and LSI provides a non-threatening framework in which to explore self-development issues.

LSI measures the 6 learning styles for which there is most supporting research. Each of these 6 learning styles fall into 3 pairs of opposing approaches to learning:

-A preference for learning from an abstract, theoretical perspective, versus learning from practical examples and by focussing on concrete real world issues

-A preference for focussing on the big picture and gaining an overall grasp of the subject-matter before learning the fine detail, versus preferring to focus on the core elements of the subject-matter and build an understanding of how these elements are related to each other 'from the bottom up'.

-A preference for learning via quiet contemplation and self-reflection versus learning actively by discussion, experimentation and hands-on activity.

Respondent narrative report. For use in personal development.

Timing 10 minutes plus administrative time