



# Build

## BUILD

Build the organisation that meets your business needs. The people, the culture, the structure. TPS can help you put the right people, in the right place, doing the right things.

## GROW

Grow your people, your capability, your potential to meet the needs of your customers. TPS can help you to release the talent in your organisation and allow it to grow and prosper.

## FOCUS

Focus on those areas of your business that make the difference. Focus on performance. Focus on strengths. TPS can help your people to focus on what makes your organisation succeed.

For more information about any of our products and services, please contact us on:

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## Psychometric Testing

TPS will enhance your recruitment processes by providing the ideal testing package for your needs. We offer a wide range of personality measures and ability tests.



### What is Psychometric Testing?

Psychometric tests are a wide array of evaluation tools that are used to measure skills such as numerical, verbal, abstract, logical reasoning and personality traits.

### What do Psychometric Tests do?

- Assess key abilities
- Highlight personality fit with the organisation
- Give a good overview of a candidate's suitability
- Allow volume screening

### TPS Psychometric Portfolio

TPS offer a variety of on-line psychometric tests. Tests can be taken on a group or individual basis. (See overleaf for some of the main personality questionnaires we offer)

We also offer testing in:

- Numerical reasoning
- Verbal reasoning
- Critical thinking
- Abstract reasoning
- Decision Making
- Information Analysis
- Clerical and Factory checking

TPS can design a package tailored to suite your requirements for your recruitment needs

Did you know...that TPS can design specific tests just for your organisation. Call us to discuss.



### Hogan Personality Inventory (HPI)

This self-report measure indicates the person's relative standing on 7 different aspects of personality and 6 occupational scales. Respondents are required to rate themselves on a number of true/false statements.

**Use for:**  
Staff selection  
Staff development  
Staff retention  
**Timing:** 10-20 minutes

### EQ-I 2.0

The new EQ-I 2.0 provides the best, most scientifically proven Emotional Intelligence assessment tool available. The Emotional Quotient Inventory is a self-report measure that consists of 133 items and takes approximately 10-20 minutes to complete.

**Use for:**  
Staff selection  
Staff development  
Management development  
Coaching  
**Timing:** 15-20 minutes

### 16pf®

The 16PF personality questionnaire measures a set of 16 traits that describe and predict a person's behaviour in a variety of contexts.

**Use for:**  
Coaching, leadership development, talent identification, team development, career development, staff selection  
**Timing:** 15-20 minutes

### Type Dynamics Indicator

The TDI® brings a new dimension to the model of Psychological Type – the most widely used model of personality. Based on [Carl Jung's](#) pioneering work, the TDI® captures the essence of Jung's thinking on personality preference in a way that makes it easier than ever before to access this essential resource for individual and team development.

**Use for:**  
Individual and team development. Career guidance  
**Timing:**  
Untimed, typical completion time 15 to 20 minutes

### CAL

CAL Online is a personality questionnaire designed to explore your preferences and tendencies in the workplace. Organisations ask people to complete the questionnaire in order to understand the individual at a deeper level.

**Use for:**  
Coaching, leadership development, talent identification, team development, career development, staff selection  
**Timing:** Approx 30 minutes

### Hogan Development Survey (HDS)

This questionnaire assesses eleven common dispositions which can negatively influence people's careers if over exercised.

**Use for:**  
Management Development Programmes  
Coaching  
Advanced Team Building  
Management Selection  
**Timing:** 10-20 minutes

### MSCEIT

The MSCEIT test uses a variety of interesting and creative tasks to measure a person's capacity for reasoning with emotional information by directly testing their ability. This ability-based model makes the MSCEIT test ideal for situations where respondents may want to create a positive impression or 'fake good'.

**Use for:** all manner of corporate, educational, research, and therapeutic settings  
**Timing:** Approx 30 minutes

### FACETS

The Facet5 questionnaire is designed to measure the five major aspects of a person's personality. Respondents are required to answer statements on whether they agree or disagree.

**Use for:**  
Coaching, leadership development, talent identification, team development, career development, staff selection  
**Timing:** 15-20 minutes

### AEM Cube

The AEM-cube® provides the data to assess develop and retain talent in the context of dynamic business change. It informs how an individual thinks, makes decisions and reacts to change. This enables talent management to be part of the business cycle. It helps the individual get better at what they are good at and improves performance.

The AEM-cube® is a 64 item psychometric questionnaire; completion takes about 10 mins

**Use for:**  
Top team development  
Senior management selection  
**Timing:** 30 minutes

### NEO PI-R

The NEO PI-R is recognised internationally as a gold standard for personality assessment. NEO PI-R measures the five major domains of personality as well as the six traits of facets that define each domain.

**Use for:**  
Assessment, selection and development, coaching  
**Timing:** Approx 30 minutes

### MVPI

Motives/Values/ Preferences inventory. The MVPI promotes the understanding needed to deal with, advise, motivate or manage people more effectively.

**Use for:**  
Individual  
Team  
Organisation  
**Timing:** 10-20 minutes

### MBTI®

MBTI is a multiple-choice personality questionnaire that looks at how a person perceives the world and how they prefer to interact with others. The MBTI framework helps people improve their working and personal relationships in a positive and constructive way.

**Use for:**  
Coaching, Communication, Conflict management, decision-making, leadership development, managing change, managing stress, team development, career development  
**Timing:** 15-20 minutes

### Compass Risk Assessment®

The Risk-Type Compass® provides a unique grasp on human factor risk issues. Identifying individuals as one of eight Risk Types, it offers a typology and vocabulary that facilitates risk planning, research and discussion about risk tolerance, the suitability of Risk Types for risk related roles and, within the investment domain, allows portfolio management to achieve higher levels of risk suitability for clients.

**Use for:**  
Staff selection  
Performance coaching  
Development  
**Timing:** 15-20 minutes

### TKI®

The TKI questionnaire identifies five distinct conflict styles and provides people with conflict-management solutions. By helping individuals understand their default approach in conflict, it encourages the exploration of alternative ways to handle different situations. And although it's sophisticated, you don't need to be an expert in conflict resolution theories to use it.

**Use for:**  
Conflict management  
Coaching  
Team Development  
**Timing:** 15 minutes