



Niche Consulting Assessment Tools

Below are some of the Personality Assessments we recommend:

The following personality assessment tools look at a person's preferences and style, to identify factors such as leadership style, social style, preferred work environment, preferred types of work activities, level of self confidence, management style, etc.

- ◆ **California Psychological Inventory (CPI434)** (60 mins, untimed)
The California Psychological Inventory is an extremely sound and reliable profile which outlines twenty different personality factors and 7 special scales, giving an intricate and detailed account of an individual's preferences and style. This version is the most robust with 434 items and the most research behind it. This is a Level C assessment requiring advanced training in Psychometrics.
- ◆ **California Psychological Inventory (CPI260)** (40 mins, untimed)
This shorter version of the California Psychological Inventory, measures the same 20 scales and 7 special scales as the CPI434, however with less questions loading on to each. It a computerised report for coaching and development.
- ◆ **Sales Preference Questionnaire (SPQ_GOLD)** (50 mins, untimed)
The SPQ identifies people preferences regarding selling, influencing and self-promotion activities. This assessment is very useful for identifying training and development issues for people who need to sell, network, build relationships or develop business as part of their role.
- ◆ **Personnel Reaction Blank (PRB)** (15mins, untimed)
This is an integrity test which is a good tool to use at lower levels to identify a person's conscientiousness, dependability and potential to engage in counter productive behaviours. The results are presented in a single score which then can be compared to others.
- ◆ **Myers-Briggs Type Indicator (MBTI)** (20 mins, untimed)
This personality questionnaire is particularly useful for identifying and understanding people's personal style and how they interact with others in their team. The MBTI provides specific career-related guidance. Team building workshops and other activities can be built around this information at a later stage if desired. A combined Team Report can be produced to assess the overall team type and areas for development.



- ◆ **Work Aspect Preference Scale (WAPS)** (10 mins, untimed)
This short personality questionnaire focuses on what motivates people within their work environment, and how important various motivational factors are for them. This is very useful information in a career-planning context.
- ◆ **NEO-PIR** (40min, untimed)
This is a 5 factor personality questionnaire which can be used with individuals for selection or development. It measures Neuroticism, Extroversion, Openness, Conscientiousness, and Agreeableness – and the 6 sub factors associated with these main scales.
- ◆ **Paulhas Deception Scale** (5 mins, un-timed)
This is a self report personality assessment measuring the tendency to give socially desirable responses. Useful to identify individuals who distort their responses and evaluate honesty in responding.

Genesys Personality Assessments

- ◆ **Occupational Personality Profile (OPP)** (20min, untimed)
A computerised personality assessment which looks at personality around 9 factors. Produces a narrative report on interpersonal needs, thinking style and emotions. It predicts role characteristics, preferred career themes, management and selling styles. It also provides some areas to probe in interviews.
- ◆ **Values and Motives Inventory (VMI)** (20 mins, untimed)
This personality assessment profiles the motivating forces that are likely to determine the amount of energy or effort that an individual is likely to expend in particular activities. The VMI covers three broad areas (personal, interpersonal and extrinsic) of behaviour relevant to the workplace.
- ◆ **15 Factor Questionnaire (15FQ)** (30 mins, untimed)
This personality assessment has an extensive computer generated report which gives a full personality analysis covering work ethic, interpersonal and client relationship skills and personal motivators and drivers. The report covers the individual's strengths, areas for development, Belbin team type, subordinate style, leadership style and communication style.

SHL Personality Assessments

- ◆ **Motivation Questionnaire (SHL)** (40mins, untimed)
The SHL Motivation Questionnaire is a tool which measures 18 different dimensions of motivation and provides a profile of what an individual values and what they find motivating within a work environment.



- ◆ **Occupational Personality Questionnaire 32 (OPQ32)** (45 mins, untimed)
The OPQ32 is an updated version of the OPQ personality questionnaire with four new or split scales, two scales removed, and four altered scales. The OPQ is very “face valid” and measures 32 separate personality scales.

Hogan Personality Assessments

- ◆ **Hogan Personality Inventory (HPI)** (20mins, untimed)
The HPI personality questionnaire measures seven primary scales and six occupational scales and has a norm group of working adults. The profile is designed to predict occupational success based on the five factor personality model.
- ◆ **Hogan Development Survey (HDS)** (20 mins, untimed)
The HDS assesses 11 common dysfunctional dispositions that interfere with a person’s ability to build relationships with others and create cohesive, goal oriented teams. These dispositions typically only are seen when the individual is highly stressed and they are not able to actively manage their public image.
- ◆ **Hogan Motives, Values, Preferences Inventory (MVPI)** (20 mins, untimed)
The MVPI is an inventory of values, beliefs and preferred ways to work, which affect satisfaction and motivation in a role. This tool allows some evaluation of a person’s fit with the organisation culture, team, manager and motivators available within the environment.