

## Profiling For Success

# Portfolio of Tests and Questionnaires

Profiling for Success is a rigorous set of assessments which provide a comprehensive and up-to-date coverage of the psychological landscape. It includes a range of informative narrative reports, and a capacity to schedule tests and manage data in a way that you will find useful.

Profiling for Success is the brand name for Team Focus tests and questionnaires.

## CAPABILITY

### Verbal, Numerical & Abstract Reasoning

These are well-established measures of mental capability. They cover a wide ability range from Level 1 suitable for the general population through to Level 4 suitable for postgraduates, experienced professionals and senior managers. Using a common item format they are amongst the most efficient on the market, each taking 15 minutes or less to complete.

**Verbal** – in the information age it is essential to comprehend the key messages and logical inferences contained in written information;

**Numerical** – making sense of numerical information has become ever more important as a differentiator between success and failure

**Abstract** – this test goes beyond logical deductive reasoning to shed new light on the human brain's key differentiator – its flexibility and ability to be creative

**Online** test and reports - £7 per person (includes access + Administrators' report + the most popular feedback/narrative report)

**Pen and paper** - After purchase of re-usable question booklet, answer sheet £2 per person

### Memory and Attention (MAT)

This test measures that fundamental but neglected component of mental capability - the ability to follow many simple instructions simultaneously and remain effective. The MAT measures mental speed, accuracy, memory, decisiveness and decision making efficiency.

**Online** test and reports - £8 per person (includes access + Administrators' report + the most popular feedback/narrative report)

**Pen and paper** – N/A

### Decision Analysis Test (DAT)

Real life decision-making involves more than passages of text where all the information is available in one place at one time. The Decision Analysis Test (DAT) simulates real life by presenting increasingly complex and ambiguous information. It measures not only whether people are right or wrong but also their awareness of these ambiguities which helps identify their risk profile. For example, some people are supremely confident but wrong (potentially dangerous risk takers). Others make accurate judgements but are overly cautious. No other tests currently on the market venture into this critical area.

**Online** test and reports - £12 per person (includes access + Administrators' report + the most popular feedback/narrative report)

**Pen and paper** – N/A

## MOTIVATION AND INTERESTS

### Career Interests Inventory (CII)

The Career Interests Inventory is designed to explore a range of work-related interests, perceived skills and abilities, and preferred work values based on Holland's Career Themes.

**Online** questionnaire and reports - £18 per person per questionnaire (includes access + Administrators' report + the most popular feedback/narrative report)

**Pen and paper** – N/A

## Values-based Indicator of Motivation (VbIM)

Values and Motivation get to the core of a person's energy and identity. Ask people why they do what they do; ask them why they put in enormous effort far beyond the call of duty; ask them what they would be willing to stand up for. Values are the key to understanding how to sustain energy and drive.

**Online** questionnaire and reports - £23 per person (includes access + Administrator's report + the most popular feedback/narrative report)

**Pen and paper** – N/A

## Resilience Scales Questionnaire (RSQ)

The purpose of the Resilience Scales questionnaire is to provide a multi-dimensional assessment of the ways in which people react to difficult or challenging experiences. It explores attitudes, behaviours and emotional components to give a rich picture of people's stress reactions and emotional resilience.

**Online** questionnaire and reports - £14 per person (includes access + Administrators' report + the most popular feedback/narrative report)

**Pen and paper** – N/A

# PERSONALITY

## 15FQ+

To understand people we need more than a profile with seductively attractive labels – we need the fundamental elements of personality. Working from these raw ingredients we have the flexibility to identify the critical characteristics that fit our purpose. That is why people choose the 15FQ+™. It measures 16 primary factors which combine to give five global factors (the 'Big Five') plus nearly 40 additional scores targeting team roles, career themes, leadership and influencing styles. The reports are highly sophisticated providing rich and challenging development reports and highly usable interview prompts. Probe behind the obvious and add depth to your enquiry whether you are involved in selection, development or guidance.

**Online** questionnaire and reports - £30 per person (includes access + Administrators' report + the most popular feedback/narrative report)

**Pen and paper** - Re-usable question booklet £10.50, answer sheet £5 per person

## Learning Styles Indicator (LSI)

Different situations require the use of different styles and our personalities sometimes help and sometimes hinder this process. The LSI does not aim to label people but rather to explore the interplay between personal preferences and the learning process. With a clear link to Kolb's Learning cycle the LSI helps people manage and adapt their learning in order to maximise their effectiveness. The reports encourage reflection on how to remain effective in environments that do not match personal preferences.

**Online** questionnaire and reports for Is or Is/Want versions - £14 per person (includes access + Administrators' report + the most popular feedback/narrative report)

**Pen and paper** - Re-usable question booklet £18.95, answer sheet £4.95 per person

## EIQ Questionnaire (EIQ<sup>3D</sup>)

As the world becomes increasingly inter-connected, people need to work far more co-operatively. We need extra focus on skills that build sustainable and collaborative relationships. Emotional Intelligence covers this area and the EIQ<sup>3D</sup> has a unique way to combine simplicity (defining 6 key domains) and complexity (with 24 subscales). The EIQ<sup>3D</sup> not only explores a person's understanding of themselves and others, it also addresses the major problem for questionnaires in this area – measuring self-awareness when, by definition, we cannot be aware of what we are not aware of! EIQ<sup>3D</sup> uses the unique 'paired version technology' to invite a carefully chosen third party 'challenger' to contribute thus creating a report which helps confirm perceptions and uncover potential blind spots.

**Online** questionnaire and reports (single use) - £24 per person (includes access + Administrators' report + the most popular feedback/narrative report)

**Online** questionnaire and reports (paired use) - £40 per person

**Pen and paper** – N/A

## Type Dynamics Indicator (TDI™)

The TDI™ is part of the TYPE MAPPING system (which includes the MTR-i™ and ITPQ™), which applies Jung's model of psychological type to how people adapt to the challenges of everyday life. It focuses both on our current preferences and the image we all have of an 'ideal self.' This unlocks the stories we tell about ourselves to get to the core of how we have become who we are. The TDI™ is not a labelling device but a way to explore the different sides to our personality. It uses the familiar letter code shorthand (such as ESTJ, INFP) as the springboard for managing self-awareness and addressing issues of personal growth and team performance.

**Online** questionnaire and reports - £28 per person (includes access + Administrators' report + the most popular feedback/narrative report)

**Pen and paper** - Re-usable question booklet £18.95, answer sheet £6.95 per person

## Managing Team Roles Indicator (MTR-i™)

The MTR-i™ is part of the Type Mapping system (which includes the TDI™ and ITPQ™). It focuses on our adapted behaviour – what we do in context. Our preferences and biases mean that we do not always do what is most appropriate or effective for the challenges we face. Based on the work of Carl Jung it addresses team behaviour directly in order to untangle personal preference from current demands – and hence help maximise both individual and team performance.

**Online** questionnaire and reports -£16 per person (includes access + Administrators' report + the most popular feedback/narrative report)

**Pen and paper** – Re-usable question booklet £18.95, answer sheet £4.95 per person

## Ideal Task Profile Questionnaire (ITPQ™)

The ITPQ™ is the final part of the TYPE MAPPING system. It focuses on what an individual or a team needs to do in order to be (even) more successful. Even the best teams can get stuck and the ITPQ™ provides a way to match current behaviour (MTR-i™) with current challenges (ITPQ™) and provide suggestions for action – all against a background of personal preferences (TDI™). This delivers a truly consistent and integrated approach to managing performance.

**Online** questionnaire and reports for Is or Is/Want versions £10 per person (includes access + Administrator's report + feedback/narrative report)

**Pen and paper** - Re-usable question booklet £18.95, answer sheet £4.95 per person

# TEAMS AND RELATIONSHIPS

## Relational Health Audit (RHA)

Built on pioneering research by The Relationships Foundation, the RHA deconstructs complex relationships into 5 dimensions with 15 areas and 30 facets. Using the Team Focus 'paired version technology' both parties in the relationship can provide their perceptions in a way that makes the issues visible and capable of improvement. The RHA can also be completed to describe relationships with whole teams or even organisations.

**Online** questionnaire and reports - £12 per person (includes access + Administrators' report + the most popular feedback/narrative report)

**Pen and paper** - Re-usable question booklet, answer sheet £6.95 per person