

Employee Attitude and Personality Test

Purpose: This test is an overarching assessment of a person's work personality profile and provides an excellent means of evaluating how a person may be best suited to fulfill a company's vision.

No. of questions: 85 plus additional questions (if applicable)

Question type: Self-report

Estimated completion time: 15 minutes

Shorter versions of assessment: N/A

Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- List of Strengths and Limitations
- Advice



Factors and Scales:

9 factors, broken down into 36 scales, including:

- Social Skills: Ability to interact harmoniously with people; to build a rapport with others.
- Forcefulness: Assesses whether a person possesses a more commanding and controlling disposition.
- Industriousness/Assiduity: Assesses degree to which a person is hard-working and diligent.
- Openness to Improvement: Assesses willingness to continuously learn and grow.
- Openness to Change: Extent to which an individual is comfortable with variability in his or her environment.
- Conformity: Refers to obedient, unquestioning, and responsible conduct.
- Resilience: Ability to bounce back from adversity.
- Level-headedness: Ability to maintain poise and control in during difficult situations.
- Need for Supervision: Assesses whether an individual possesses certain traits or behaviors that would make a supervised environment more beneficial.

36 scales

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|-----------------------|-----------------------------|--------------------------|
| • Compliance | • Drive/Success Orientation | • Fair-mindedness |
| • Trainability | • Calculated Risk-taking | • Abrasiveness |
| • Steadiness | • Street Smarts | • Tension/Nervous Energy |
| • Conscientiousness | • Initiative | • Accident Proneness |
| • Integrity | • Independence | • Hotheadedness |
| • Approval-seeking | • Leadership Potential | • Generalist |
| • Adaptability | • Dominance | • Specialist |
| • Coping Skills | • Authoritarianism | • Technical Skill |
| • Emotional Stability | • Extroversion | • Kinesthetic Skill |
| • Creativity | • Soft Skills | • Visual/Spatial Skill |
| • Open-mindedness | • Agreeableness | • Linguistic Skill |
| • Innovation | • Dynamism | • Analytical Thinking |

APPLICATION:

- Pre-employment
- Personal development
- Team building