

Quick Facts

Ethos Behavioural Styles (L)

Learning Agility
Questionnaire

Untimed. Typically takes
15 minutes

152 questions

Custom JobFitScore

Suitable for all job levels

Key Features

Compatible with all devices

Re-skin to your brand

Scientifically-validated

Fair and unbiased across
all groups

Adjustable time limits

Intelligent IRT scoring

Integrated with ATSSs

Bespoke test design
available

Secure data management
and GDPR compliant.

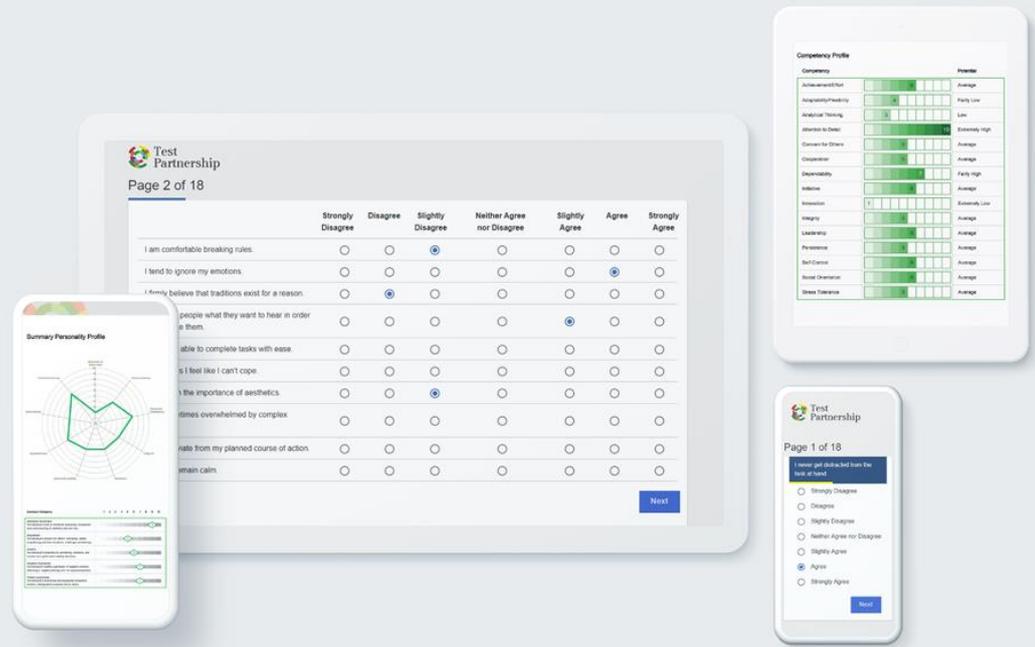
Developed in line with
positive psychology
principles.

Simple and easy to interpret
reporting.

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Learning Agility Questionnaire

The Ethos Behavioural Styles: (L) questionnaire measures a person's propensity to seek, acquire, and value new knowledge. It is an essential component to learning in the workplace, and along with cognitive ability, determines how much people benefit from training and self-directed learning.

This questionnaire comprises 152 questions and takes around 15 minutes to complete, although the assessment is untimed. As a result, candidates can take as much or as little time as they feel comfortable with.

This assessment measures five broad areas which collectively comprise learning agility: mental agility, people agility, change agility, results agility, and self-awareness. Together, these traits determine a person's behavioural propensity to engage in, and benefit from, training and self-directed learning.

The Ethos Behavioural Styles Series

The Ethos behavioural Styles series of questionnaires have been designed to measure key behavioural traits which underpin performance, well-being, and engagement in the workplace. These assessments have been designed with positive psychology principles in mind, measuring the traits which help people to thrive and gain fulfilment from their work.

Advantages of the Learning Agility Questionnaire

- ✓ Higher degree of accuracy
- ✓ Improved reliability
- ✓ Shorter administration times
- ✓ Improved candidate experience
- ✓ Less stress for candidates
- ✓ Psychometrically-robust
- ✓ Customisable & bespoke options

Benefits and ROI

- ✓ Better quality of hire
- ✓ Improved candidate experience
- ✓ More trainable staff
- ✓ Reduced hiring costs
- ✓ Lower employee turnover
- ✓ Increased fairness and objectivity
- ✓ Faster time-to-hire
- ✓ Reduced administrative burden

Recommended Uses

- ✓ Complex roles
- ✓ Graduates and apprentices
- ✓ Knowledge work
- ✓ Any industry sector and job type
- ✓ Personal development and coaching
- ✓ Talent analytics

What Traits does the Learning Agility Questionnaire Measure?

The Ethos Behavioural Fit (L) reports all of the traits below and also gives you the option to create your own JobFitScore by combining traits into one aggregate measure. **Optional:** tick all the boxes you'd like to add to your JobFitScore to add an extra combined score scale to your PDF reports.

Change Agility

A person's behavioural propensity to recognise, accept, understand, and champion transformational change.

Curiosity

An individual's propensity to seek new knowledge, expand understanding, and investigate new topics.

Variety Seeking

An individual's preference for variety, novelty, and change, over predictability and routine.

Long-term Focused

An individual's likelihood of taking a long-term perspective, with a focus on the bigger picture.

Cognitive Flexibility

An individual's propensity to display openness towards new ideas, concepts, principles, and opinions.

Mental Agility

A person's behavioural propensity to gear their cognitive resources towards learning and problem solving.

Innovation

An individual's propensity to generate new ideas, expand upon existing ideas, and identify novel solutions to problems.

Creativity

An individual's proclivity towards solutions that are new, unusual, unorthodox, and generally outside the box.

Need for Cognition

An individual's propensity to derive personal satisfaction from complex cognitive activities and problem solving.

Complexity

An individual's likelihood of understanding, appreciating, and preferring complex and abstract information.

□ People Agility

A person's behavioural propensity to form meaningful and effective connections with the people around them.

□ Connection Seeking

An individual's propensity to develop new social relationships and to expand upon existing ones.

□ Openness to People

An individual's likelihood of readily accepting new people into their existing social circle.

□ Openness to Cultures

An individual's level of interest in and acceptance of other cultures, perspectives, and viewpoints.

□ Social Tact

An individual's propensity to be careful, deliberate, and savvy when engaging in meaningful social interaction.

□ Results Agility

A person's behavioural propensity to display strong and consistent levels of achievement motivation.

□ Goal-orientation

An individual's proclivity towards finding set goals, targets, and objectives to be personally motivating.

□ Self-confidence

An individual's belief in their own personal competence, abilities, skill, and their level of agency.

□ Ambition

An individual's personal drive to succeed, out-compete others, and aspire towards high levels of achievement.

□ Perseverance

An individual's likelihood of maintaining a high degree of effort in the face of obstacles and difficulties.

Self-Awareness

A person's propensity to monitor, evaluate, and make meaningful adjustments to their direction in life.

Need for Development

An individual's orientation towards life-long learning and a commitment to personal development.

Self-monitoring

An individual's propensity to pay careful attention to their own emotions, mood, feelings, and mental state.

Emotional Regulation

An individual's propensity towards managing their own emotions and associated behaviours.