

## Quick Facts

Ethos Behavioural Styles (S)

Strengths questionnaire

Untimed. Typically takes 20 minutes

161 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.

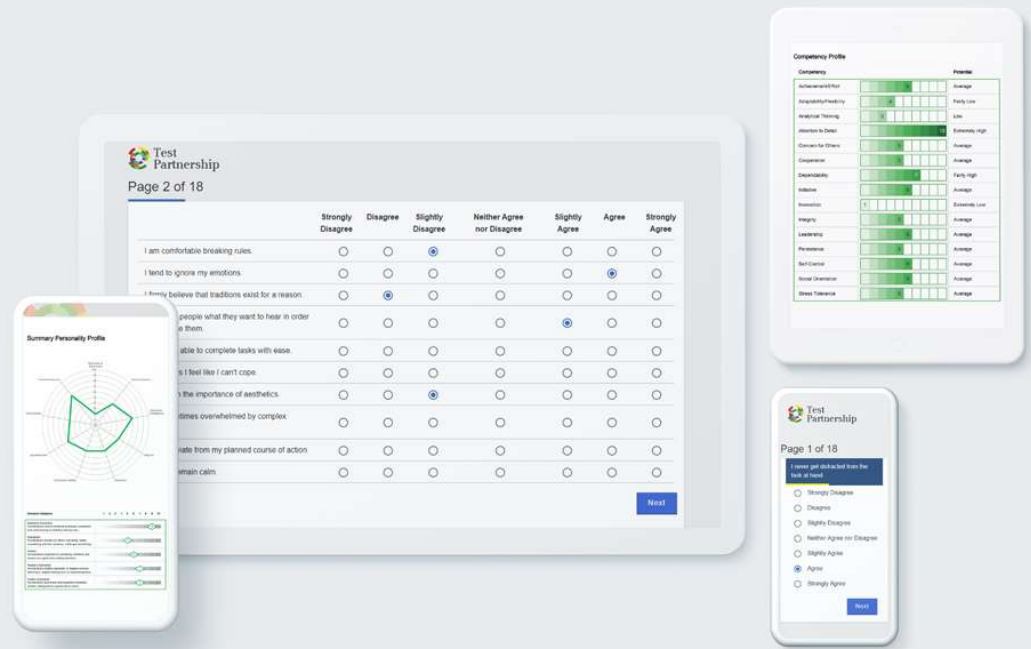
Developed in line with positive psychology principles.

Simple and easy to interpret reporting.

## Contact Us

info@testpartnership.com  
+44 (0)20 8064 0382  
www.testpartnership.com

Mercury House  
117 Waterloo Road  
London  
SE1 8UL



## Strengths Questionnaire

The Ethos Behavioural Styles: (S) questionnaire measures the underlying behavioural characteristics which allow us to thrive in the correct environment. Character strengths are essential to performance, wellbeing, and employee engagement, largely determining the degree of fit between the individual and their environment.

This questionnaire comprises 161 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 require.

This assessment measures six broad areas which collectively comprise a person's character strengths: Perception, Fortitude, Compassion, Collectivism, Integrity, and Positivity. Together, these traits outline a person's strengths, the characteristics which allow people to thrive in the correct environment.

### Advantages of the Strengths 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
- ✓ Improve culture-fit
- ✓ Reduced hiring costs
- ✓ Lower employee turnover
- ✓ Increased fairness and objectivity
- ✓ Faster time-to-hire
- ✓ Reduced administrative burden

### Recommended Uses

- ✓ Role-fit
- ✓ Environment-fit
- ✓ Team-fit
- ✓ Any industry sector and job type
- ✓ Personal development and coaching
- ✓ Talent analytics

### 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.

# Which Character Strengths does the Strength Questionnaire Measure?

The Ethos Behavioural Fit (S) 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.

## Perception

A person's behavioural propensity towards valuing the importance of clear and considered thought.

### Creativity

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

### Curiosity

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

### Caution

An individual's propensity to weigh up options, make decisions carefully, and avoid impulsivity.

### Scholastic

An individual's propensity to enjoy the process and the results of knowledge and skill acquisition.

### Perspective

An individual's propensity to take a broad view of the world, focus on the big-picture, and prioritise the important things in life.

## Fortitude

A person's behavioural propensity towards valuing courage, grit, resilience, and persistence in the face of adversity.

### Resolve

An individual's likelihood of displaying a fearless attitude towards problems, obstacles, and challenges.

### Perseverance

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

### Honesty

An individual's propensity towards truthful, direct, and straightforward interpersonal communication.

### Energetic

An individual's likelihood to remain highly active, keep busy and live their life at a fast pace.

## □ Compassion

A person's behavioural propensity towards valuing sympathy, empathy, and altruism during meaningful interpersonal communication.

### □ Warmth

An individual's propensity to readily display positive emotional affinity towards other people.

### □ Consideration

An individual's likelihood of showing high levels of altruism, kindness, and positive regard towards others.

### □ Social Tact

An individual's capacity for careful, deliberate, and effective interpersonal communication.

## □ Collectivism

A person's behavioural propensity towards operating effectively within a group, team, or wider organisation.

### □ Team-work

An individual's propensity to seek, enjoy, and operate effectively within a team or functional social group.

### □ Equity

An individual's personal belief in fairness, equality, and sharing valuable opportunities with other people.

### □ Influence

An individual's propensity towards taking on responsibility and providing positive influence for other people.

## Integrity

A person's behavioural propensity towards upholding, expressing, and adhering to, one's personal principles.

### Forgiving

An individual's propensity to readily let go of interpersonal disputes and to avoid holding grudges.

### Self-control

An individual's propensity to control their own behaviour, stick to their plans, and follow through with their actions.

### Modesty

An individual's likelihood of showing humility, rather than pride or arrogance during social interaction.

### Prudence

An individual's propensity to show careful and considered decision making, while avoiding unnecessary risks.

## Positivity

person's behavioural propensity towards positive, constructive, and sanguine expression to other people.

### Artistic

An individual's appreciation of and interest in, aesthetics, beauty, and artistic or cultural pursuits.

### Humour

An individual's likelihood of displaying, valuing, and enjoying good humour, often using humour to cheer up others.

### Appreciative

An individual's propensity to feel grateful and thankful, rather than resentful or envious of others.

### Optimism

An individual's propensity to remain hopeful, feel confident about the future, and remain in good cheer.