

Quick Facts

Measures eight competencies

Includes two reports:
Competency Report
Interview Report

Untimed. Typically takes 15 minutes

Custom JobFitScore

Suitable for all job levels

Easily customised to reflect your organisation's competency framework

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 ATSS

Bespoke test design available

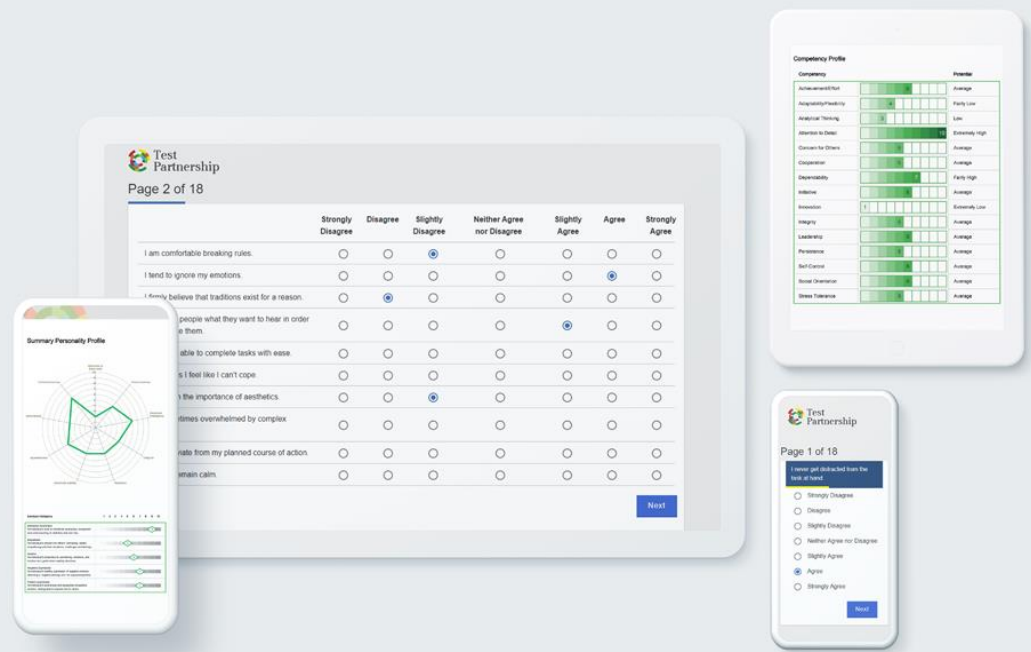
Fourteen norm groups, plus create your own.

Secure data management and GDPR compliant.

Contact Us

info@testpartnership.com
www.testpartnership.com

Mercury House
117 Waterloo Road
London
SE1 8UL



TPAQ Competency Profile

The TPAQ™ suite represents one of the most powerful personality questionnaires available today. Our computer adaptive testing (CAT) protocol enables measurement of a far broader range of traits than traditional questionnaires, while reducing administration times.

Compared to traditional personality questionnaires, the TPAQ™ measures more personality traits in less time, with a greater reliability.

The TPAQ-Competency Profile is a quick, competency based behavioural assessments designed to measure eight key aspects of performance and job-fit.

In addition to competency reports, interview reports are also generated, providing a set of recommended competency-based questions to help structure interviews, adding additional value to the recruitment process.

Computer Adaptive Testing (CAT) Explained

CATs are more precise compared to traditional tests. Instead of administering fixed question sets, CATs adapt to the candidate's responses, tailoring the testing experience to their level on each specific trait. This means the results are more accurate and a larger number of traits can be measured in less time.

Advantages of the TPAQ™ and CAT

- ✓ Higher degree of accuracy
- ✓ Improved reliability
- ✓ Broader range of traits measured
- ✓ Much 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

- ✓ High stakes recruitment
- ✓ High volume recruitment
- ✓ All job levels and seniority
- ✓ Any industry sector and job type
- ✓ Personal development and coaching
- ✓ Talent analytics

What Competencies does the TPAQ™ Measure?

The TPAQ-Competency Profile reports the competencies and traits below. It 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.

Creativity and Flexibility

The ability to think innovatively, generate unique ideas, adapt to changing circumstances, and approach challenges with open-mindedness and adaptability in the workplace.

Artistic

An individual's pursuit of artistic interests, appreciation of aesthetics and the recognition of beauty.

Imaginative

An individual's propensity to engage their imagination, reflecting and expanding upon their ideas.

Free-Thinking

An individual's propensity to question convention and tradition, in favour of alternative approaches.

Spontaneity

An Individual's preference for spontaneous activity, seeking new experiences and acceptance of change.

Integrity and Ethics

The adherence to moral principles, honesty, and the consistent demonstration of trustworthiness and accountability in professional settings.

Fairness

An individual's propensity to play by the rules, even if breaking the rules increases the chance of success.

Honesty

An individual's propensity to act sincerely, displaying honesty regardless of whether it is counterproductive.

Principled

An individual's commitment to moral ideals, even when this inhibits the likelihood of achieving a goal.

Modesty

An individual's disinterest in seeking recognition, praise or attention, not requiring external validation.

□ Motivation and Work Ethic

An individual's drive, commitment, and determination to consistently perform their best, exceed expectations, and actively contribute to their work environment.

□ Drive

An individual's desire to succeed or excel in everything they do, often seeking to outperform others.

□ Persistence

An individual's likelihood of seeing a task through to completion, despite challenges, setbacks and obstacles.

□ Goal Focus

An individual's preference for setting and achieving goals, gaining satisfaction from reaching targets.

□ Self-Confidence

An individual's perceived competence and their sense of confidence in their own abilities.

□ Organisational Skills

The ability to effectively plan, prioritise tasks, manage time, and maintain structured systems to optimise efficiency and productivity in the workplace.

□ Diligence

An individual's propensity to follow the rules, uphold procedure and fulfil their obligations.

□ Methodical

An individual's attention to detail and their propensity to conduct tasks in a meticulous way.

□ Discipline

An individual's likelihood to remain productive and maintain focus during necessary day-to-day tasks.

□ Self-Directed

An individual's likelihood to feel in control, rarely feeling powerless over their life's direction.

□ People Skills

The ability to effectively convey ideas, actively listen, adapt communication styles, and utilise persuasive techniques to positively impact others and achieve desired outcomes in the workplace.

□ Assertive

An individual's propensity to take control of social situations and feel comfortable speaking their mind.

□ Positive Expression

An individual's awareness and recognition of positive emotion, feeling able to express this to others.

□ Sociable

An individual's preference for group membership, participation in crowds and taking centre stage.

□ Negative Expression

An individual's healthy expression of negative emotion, attending to negative feelings and not suppressing them.

□ Problem Solving and Decision Making

The capacity to analyse complex situations, identify root causes, explore alternative solutions, and make well-informed choices that lead to effective resolutions and optimal outcomes in the workplace.

□ Initiative

An individual's propensity towards proactivity, starting tasks autonomously without procrastination.

□ Intuitive

An individual's propensity to use feeling, emotions, and intuition as a guide when making decisions.

□ Perseverance

An individual's propensity to see long-term projects through to completion, even in the face of adversity.

□ Vigilance

An individual's consideration of consequences and avoidance of impulsive decision-making.

Resilience and Stress Management

The ability to bounce back from setbacks, adapt to challenging situations, maintain a positive mindset, and employ effective strategies to effectively cope with and mitigate stress in the workplace

Calm

An individual's propensity to take things in their stride, rather than becoming angry or frustrated.

Collected

An individual's emotional consistency, rarely experiencing mood swings or negative emotional reactions.

Self-Esteem

An individual's perceived self-worth, concerning positive self-image and recognition of their own worth.

Confidence

An individual's level of belief concerning their capability to overcome obstacles, setbacks and deterrents.

Teamwork and Collaboration

The propensity to actively engaging with colleagues, fostering open communication, mutual respect, shared accountability, and empathetic understanding to achieve common objectives.

Cooperative

An individual's propensity to avoid confrontation, cause upset or offence to other people.

Trusting

An individual's likelihood to trust others, see the best in people and rarely question their intentions.

Sympathetic

An individual's attitude towards those in need, feeling a sense of responsibility for the well-being of others.

Empathetic

An individual's concern for others' well-being, readily empathising with their situations, challenges and feelings.