

Quick Facts

Measures four competencies

Includes seven reports:

- Leadership Report
- Coaching Report
- Development Report
- Interview Guide
- Onboarding Report
- Succession Report
- Wellbeing Report

Untimed. Typically takes 15 minutes

Easily customised to reflect your organisation's leadership 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 ATSSs

Bespoke test design available

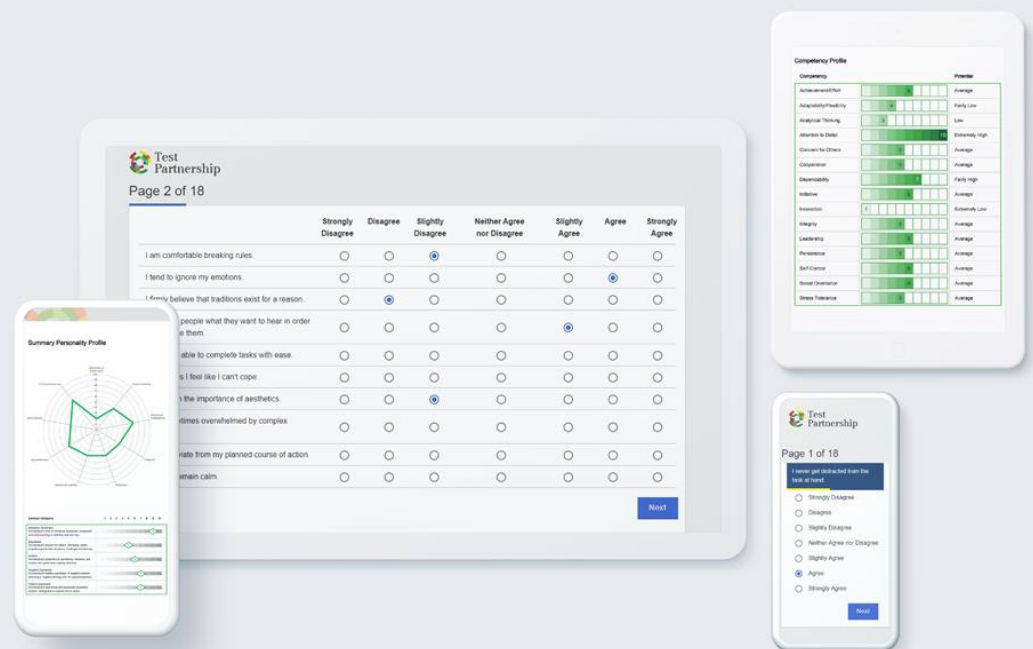
Three senior norm groups, plus create your own.

Secure data management and GDPR compliant.

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TPAQ Leadership 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-Leadership Profile is a quick, leadership-specific behavioural assessment designed to measure four key aspects of effective leadership in the workplace.

In addition to the main leadership report, six other reports are provided to support a wide range of talent management solutions, including development, coaching, succession, and well-being.

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

- ✓ Managerial / Executive Recruitment
- ✓ Leadership development
- ✓ Coaching and well-being
- ✓ Any industry sector
- ✓ Personal development
- ✓ Talent analytics

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.

What Competencies does the TPAQ™ Measure?

The TPAQ-Leadership 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.

☐ **Decisiveness**

A person's ability to make timely, confident, and well-considered decisions. It combines a willingness to take responsibility with the capacity to act swiftly and effectively, even in the face of uncertainty.

☐ **Goal Focus**

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

☐ **Vigilance**

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

☐ **Drive**

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

☐ **Self-Directed**

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

☐ **Confidence**

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

☐ **Influence & Collaboration**

The ability to build rapport, communicate persuasively, and work effectively with others to achieve shared goals. Leaders who are strong in this area tend to be engaging, open, and proactive in their interactions.

☐ **Outgoing**

An individual's affinity with others, warmth towards strangers and interest in interpersonal communication

☐ **Assertive**

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

☐ **Altruistic**

An individual's genuine and selfless concern for others, without expecting benefit or reciprocation

☐ **Sociable**

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

☐ **Trusting**

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

☐ **Honesty**

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

□ Planning & Delivering

a person's ability to set clear intentions, structure their efforts, and follow through with consistent action. The capacity to develop workable plans, prioritise effectively, and maintain progress through to completion.

□ Diligence

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

□ Persistence

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

□ Initiative

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

□ Discipline

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

□ Perseverance

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

□ Resilience

the capacity to remain composed, optimistic, and emotionally steady in the face of stress, adversity, or uncertainty. Resilient leaders are able to maintain perspective and recover quickly from setbacks, allowing them to lead with clarity and confidence even when circumstances are difficult.

□ Calm

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

□ Assurance

An individual's level of comfort in social settings, rarely concerned with how others perceive them

□ Collected

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

□ Positivity

An individual's propensity to feel at ease with themselves and maintain a positive outlook

□ Composure

An individual's attitude towards encountering obstacles, feeling emotionally equipped to overcome stressors

□ Self-Esteem

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