

## Quick Facts

Two version options:  
TPAQ-45 Complete  
TPAQ-27 Express

Includes six reports:  
Full Report  
Sales  
Leadership  
Administrative  
Customer Service  
Feedback

Untimed. Typically takes  
10-20 minutes

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 ATSS

Bespoke test design  
available

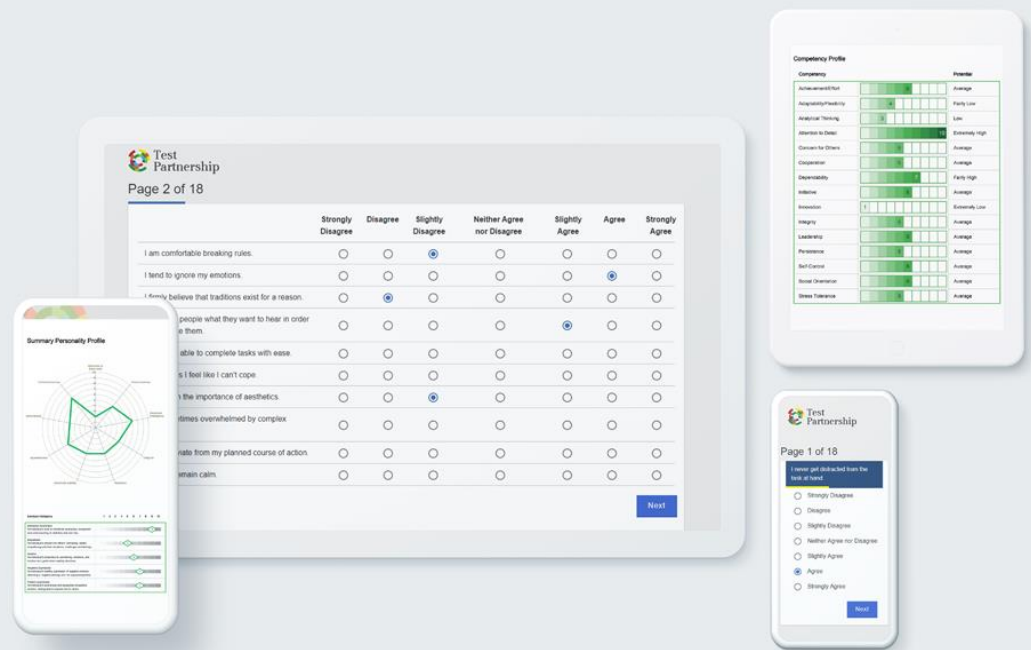
Fourteen norm groups, plus  
create your own.

Secure data management  
and GDPR compliant.

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## TPAQ™ Personality Questionnaires

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.

**TPAQ-45 Complete Profile:** Measures 45 distinct personality traits, nine global factors, and 16 specific competencies in around 20 minutes.

**TPAQ-27 Express Profile:** Measures 27 distinct personality traits, nine global factors, and 16 specific competencies in around 10 minutes.

### 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 (TPAQ-45)
- ✓ High volume recruitment (TPAQ-27)
- ✓ All job levels and seniority
- ✓ Any industry sector and job type
- ✓ Personal development and coaching
- ✓ 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 Traits does the TPAQ™ Measure?

The TPAQ™ 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.

## Openness to Experience

An individual's readiness to acquire new information, demonstrate acceptance of unconventional ideas and pursue new experiences.

### Artistic

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

### Free-Thinking

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

### Imaginative

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

### Inquisitive

An individual's propensity towards curiosity, acquiring new information and further understanding.

### Spontaneity

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

## Conscientiousness

An individual's sense of self-discipline, remaining diligent when following rules and procedures, often demonstrating strong attention to detail.

### Diligence

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

### Discipline

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

### Methodical

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

### Self-Confidence

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

### Vigilance

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

## □ Extraversion

An individual's need for social interaction, engagement and confidence in social settings, and a general preference towards high levels of activity.

### □ Adventurous

An individual's appetite for new experiences, need for excitement and engagement in thrill-seeking activities.

### □ Cheerful

An individual's propensity towards optimism, positive thinking and an enthusiastic outlook on life.

### □ 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.

### □ Energetic

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

### □ Sociable

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

## □ Agreeableness

An individual's general level of cooperation during social contexts and whether they are likely to place their trust in others, demonstrate sympathy for those less fortunate and generally tend to see the best in people.

### □ Altruistic

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

### □ Principled

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

### □ Trusting

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

### □ Cooperative

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

### □ Sympathetic

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

## □ Emotional Stability

An individual's tendency to demonstrate a consistent temperament, the frequency and intensity of emotional highs and lows, and overall emotional reactivity to everyday events.

### □ Assurance

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

### □ Calm

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

### □ Composure

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

### □ Positivity

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

### □ Relaxed

An individual's likelihood to feel at ease during stressful periods, rarely feeling overwhelmed.

### □ Restraint

An individual's likelihood to resist urges or act on impulse, often exhibiting self-control in their actions.

## □ Resilience

An individual's propensity to overcome stress, particularly in times of difficulty or adversity, maintaining a positive outlook and remaining confident in their own capability to overcome obstacles.

### □ Collected

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

### □ Confidence

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

### □ Self-Directed

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

### □ Self-Esteem

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

## □ Integrity

An individual's propensity for honesty, fairness and transparency in relation to both their actions and motives. It can determine the extent to which someone may follow their principles and their willingness to compromise them for personal gain.

### □ 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.

### □ Greed Aversion

An individual's disinterest in the pursuit of wealth, status or power, finding motivation elsewhere.

### □ Modesty

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

## □ Emotional Intelligence

An individual's awareness, recognition and understanding of their own emotions, as well as those of others. This can determine the likelihood of empathising with others, identifying causes of emotions, and whether they make decisions based on emotional intuition.

### □ Emotional Awareness

An individual's level of emotional awareness, recognition and understanding of what they feel and why.

### □ Intuitive

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

### □ Positive Expression

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

### □ Empathetic

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

### □ Negative Expression

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

## □ **Industriousness**

An individual's personal drive, achievement motivation and attitude towards set goals. This trait can determine a person's likelihood to take ownership of necessary tasks without procrastination, and to see long-term projects through to completion.

### □ **Drive**

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

### □ **Goal Focus**

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

### □ **Initiative**

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

### □ **Perseverance**

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

### □ **Persistence**

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

# What Competencies does the TPAQ™ Measure?

The TPAQ™ reports on all the competencies below.

- Achievement/Effort**  
Establishing and maintaining personally challenging achievement goals and exerting effort toward mastering tasks.
- Adaptability/Flexibility**  
Being open to change (positive or negative) and to considerable variety in the workplace.
- Analytical Thinking**  
Analyzing information and using logic to address work-related issues and problems.
- Attention to Detail**  
Being careful about detail and thorough in completing work tasks.
- Concern for Others**  
Being sensitive to others' needs and feelings and being understanding and helpful on the job.
- Cooperation**  
Being pleasant with others on the job and displaying a good-natured, cooperative attitude.
- Dependability**  
Being reliable, responsible, and dependable, and fulfilling obligations.
- Initiative**  
A willingness to take on responsibilities and challenges.
- Innovation**  
Creativity and alternative thinking to develop new ideas for and answers to work-related problems.
- Integrity**  
Being honest and ethical.
- Leadership**  
A willingness to lead, take charge, and offer opinions and direction.
- Persistence**  
Persistence in the face of obstacles.

## What Competencies does the TPAQ™ Measure?

- Self Control**  
Maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behaviour, even in very difficult situations.
- Social Orientation**  
Preferring to work with others rather than alone, and being personally connected with others on the job.
- Stress Tolerance**  
Accepting criticism and dealing calmly and effectively with high stress situations.