

## Quick Facts

Ethos Behavioural Styles (R)

Remote Working  
questionnaire

Untimed. Typically takes  
10 minutes

90 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 ATSs

Bespoke test design  
available

Secure data management  
and GDPR compliant.

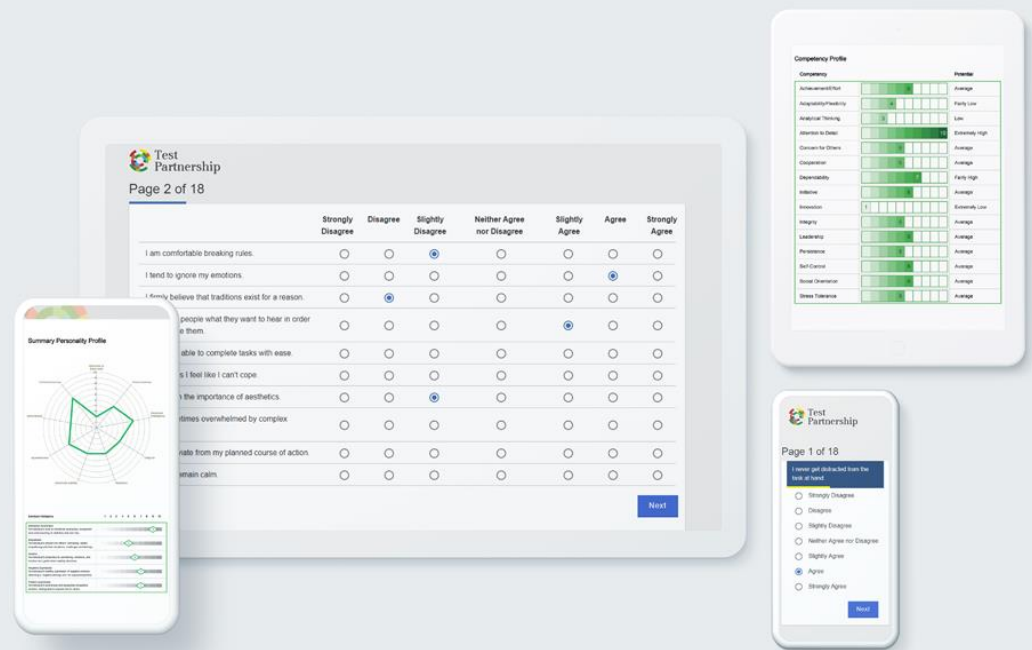
Developed in line with  
positive psychology  
principles.

Simple and easy to interpret  
reporting.

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## Remote Working Questionnaire

The Ethos Behavioural Styles: (R) questionnaire measures a person's behavioural suitability to remote work, telecommuting, home-working, or other forms of flexible working that do not require 100% in-person attendance to an office.

This questionnaire comprises 90 questions and takes around 10 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 four broad areas which collectively determine whether or not a person is well suited to working remotely: Self-Reliance, Self-Motivation, Social-Monitoring, and Resilience. Together, these traits determine how well a person is behaviourally suited remote working environments, ensuring that they thrive when working from a remote setting.

### Advantages of the Remote Working 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 self-sufficient staff
- ✓ Reduced hiring costs
- ✓ Lower employee turnover
- ✓ Increased fairness and objectivity
- ✓ Faster time-to-hire
- ✓ Reduced administrative burden

### Recommended Uses

- ✓ Remote workers
- ✓ Freelancers
- ✓ Telecommuters
- ✓ 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.

# What Traits does the Remote Working Questionnaire Measure?

The Ethos Behavioural Fit (R) 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.



## Self-Reliance

A person's behavioural propensity to enjoy their own company, require little external stimulation, and require minimal social interaction.

### ☐ **Introverted**

An individual's propensity to seek, enjoy, and feel comfortable spending time without other people.

### ☐ **Reserved**

An individual's propensity to avoid attention seeking behaviours or require constant social interaction.

### ☐ **Routine-Orientated**

An individual's propensity to enjoy routines, avoid unnecessary risks, and to not seek external stimulation.



## Self-Motivation

An individual's propensity to autonomously manage, maintain, and prioritise their own performance.

### ☐ **Persistence**

An individual's likelihood of seeing short-term tasks through to completion, despite challenges, setbacks and obstacles.

### ☐ **Initiative**

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

### ☐ **Drive**

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

### ☐ **Perseverance**

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

## ☐ Self-Monitoring

An individual's propensity to autonomously manage, maintain, and prioritise their own performance.

### ☐ 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.

### ☐ Diligence

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

### ☐ Vigilance

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

## ☐ Resilience

A person's behavioural propensity to overcome stress, deal with adversity, and not be overwhelmed by 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.