

TPAQ-Leadership Profile

Interview Guide

**Simone
Sample**

Report Information

This report has been generated using results from the Test Partnership TPAQ-Leadership Profile, which analyses a person's personal preferences, motives, and behavioural tendencies.

This report presents personality scales based on the candidate's own responses to behavioural questions. Research has shown that the self-reporting measures used in this questionnaire are a valid measure of how people behave in the workplace.

Scales have been generated by comparing the candidate's responses with the responses of thousands of other people, to give a comparison of personality traits in the form of sten scores.

Sten scores of 4, 5, 6, or 7 are considered to be within an 'average' range for the comparison group, whilst higher and lower sten scores suggest stronger and weaker preferences compared with the comparison group. It is important to note that low sten scores do not necessarily mean poor performance; they just mean a low tendency to exhibit that particular personality trait. Indeed in some roles it is preferable to display low tendencies towards certain personality traits.

The information contained in this report is confidential and should be stored securely.

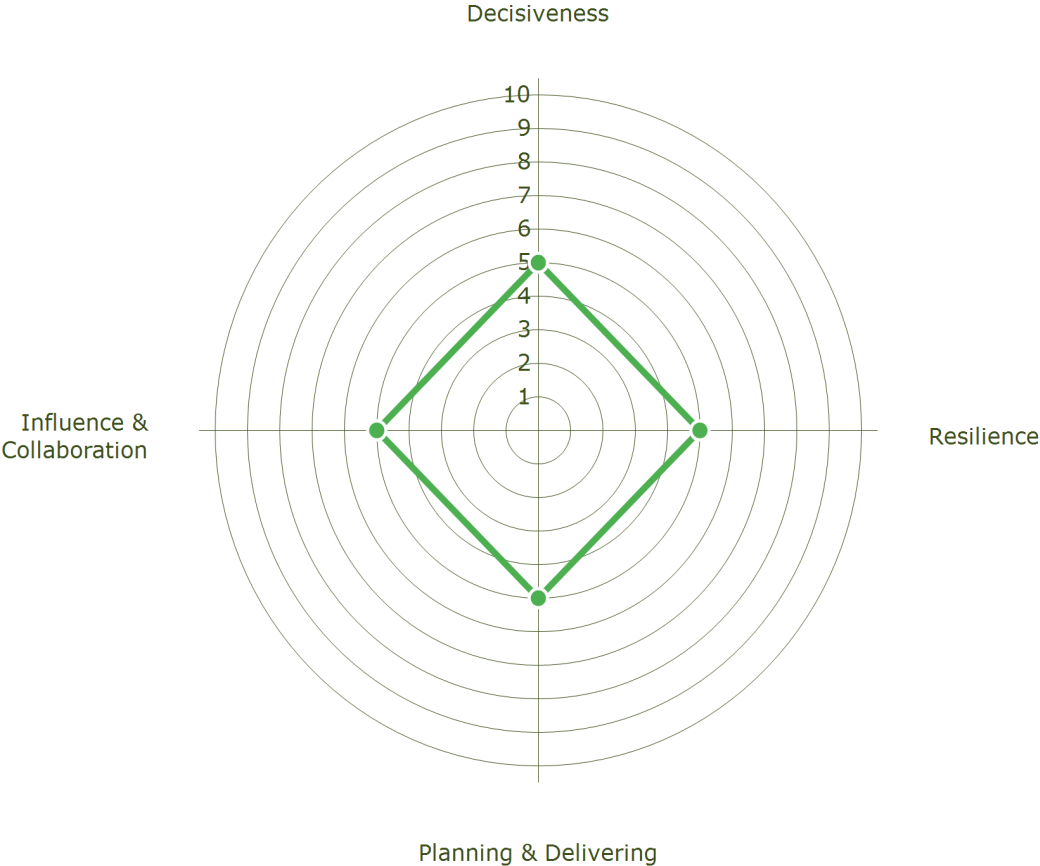
The information in this report is likely to remain valid for up to 24 months from the date of taking the questionnaire.

Disclaimer

This report has been computer-generated and it cannot be guaranteed that this report has not been changed or adapted from the original computer-generated output. If the test was completed without supervision, the identity of the test-taker cannot be guaranteed.

Test Partnership accept no liability for the consequences of the use of this report.

Summary Personality Profile



Q1: Tell me about a time when you had to make a high-stakes decision under time pressure. What did you do?

- What made the situation high-stakes?
- How confident were you in your decision at the time?
- What was the outcome and how did you evaluate your decision afterwards?

Notes:

Q2: Describe a situation where you struggled to make a decision. What was causing the hesitation, and how did you eventually move forward?

- What factors were most difficult to weigh up?
- Did you involve others in the decision?
- How do you manage similar situations now?

Notes:

Q3: Give an example of a time when you made a decision that others disagreed with. How did you handle it?

- How did you communicate your decision?
- What impact did the disagreement have on the outcome?
- What did you learn about your leadership from that experience?

Notes:

Q1: Describe a time when you had to influence someone senior to you or outside your direct team. How did you approach it?

- What preparation did you do beforehand?
- What challenges did you face in gaining their support?
- How did you measure whether you were successful?

Notes:

Q2: Tell me about a time when you had to collaborate with someone who had a very different working style to yours. How did you make it work?

- What adjustments did you make to your own style?
- How did you maintain a productive working relationship?
- What impact did this collaboration have on the wider team or project?

Notes:

Q3: Give an example of a situation where you brought a group together to achieve a shared goal. What role did you play in making that happen?

- How did you ensure everyone was aligned and motivated?
- What steps did you take to build trust within the group?
- How did you manage any conflict or disagreement?

Notes:

Q1: Describe a complex project or workload you managed. How did you stay organised and ensure everything got done?

- What planning tools or techniques did you use?
- How did you monitor progress and make adjustments along the way?
- What would you do differently if faced with a similar challenge?

Notes:

Q2: Tell me about a time when something disrupted your plan or schedule. How did you respond?

- What caused the disruption, and how did you prioritise your response?
- What did you do to minimise the impact?
- How did you communicate the change to others involved?

Notes:

Q3: Give an example of a time when you had to persevere through a long or repetitive task. How did you stay motivated and focused?

- What strategies did you use to keep yourself on track?
- Were there points where you considered giving up?
- How did you maintain the quality of your work throughout?

Notes:

Q1: Tell me about a time when you experienced a setback or failure at work. How did you deal with it?

- What was your immediate emotional response?
- How did you recover and refocus?
- What support or coping mechanisms did you use?

Notes:

Q2: Describe a situation where you had to maintain composure under pressure. How did you manage your emotions?

- What was at stake in that moment?
- How did your response affect others around you?
- What did you take away from that experience?

Notes:

Q3: Give an example of a time when you had to stay positive and lead others through a difficult situation.

- How did you balance realism with optimism?
- What actions did you take to support others emotionally?
- How did you take care of your own well-being during that time?

Notes: