

BEHAVIOURS AND ATTITUDES

Personality

| Publisher | Product | Ψ | Description | Details |
|----------------------|---|---|--|---------|
| Apollonean Institute | Apollo Work Styles, Values and Motivations Profile. | | Work based personality tool that measures 34 factors grouped under 8 core competency areas: career drives, values, strategic orientation, leadership and influence, people orientation, workplace management and coping. Apollo contains an “inbuilt” benchmark modelled on workplace excellence across several roles such as general workforce, sales, call centre, management, and executive management. | 35 mins |
| | | | <i>Useful for selection of employees across all industries and roles.</i> | |
| PAR Inc | Reports: NEO Personality Inventory: Revised | | Detailed assessment of normal adult personality based on the extremely well validated 5 factor model of personality. NEO reports on 30 facets under the Big 5 personality factors, Extraversion, Openness, Agreeableness, Conscientiousness and Neuroticism. | 40 mins |
| | | | <i>For use by psychologists only.</i> | |
| | Reports: | Ψ | NEO PI-R/FFI Short Data | |
| | | Ψ | NEO PI-R/FFI Long Narrative | |
| Redfield | Facet5 Personality Profile | | Comprehensive personality assessment based on the well-validated 5 factor model of personality. Reports comprehensively on five factors; Will, Control, Energy, Affection and Emotionality, and 13 underlying. | 15 mins |
| | | | <i>Useful for selection of employees across a wide range of roles and industries, especially if ongoing development is an organisation priority.</i> | |
| | Reports: | Ψ | Facet 5 Report provides an overview of the candidate’s work preferences, universal competency potential report, a guide to managing and developing the candidate, and the environmental factors likely to motivate and demotivate the candidate. | |
| Saville | Wave Professional Styles: Personality Profile | | Comprehensive behavioural assessment that explores an individual’s work styles, motivations and degree of alignment between the individual and their preferred work culture. Saville Wave measures both motivation and talent across 36 work styles and 108 facets. | 30 mins |
| | | | The dynamic combination of both normative (rating) and ipsative (ranking) item style makes it possible to identify exactly where candidates may have “impression managed”, exaggerated, or been overly critical of themselves. The Wave also reports against a universal competency model that exhibits a strong predictive relationship with performance. | |
| | | | <i>Useful in selection and development for professional or management roles</i> | |
| | Reports: | Ψ | Wave Expert Report: includes Psychometric Profile, Competency Potential, Predicted Culture Fit and Personal Report for candidate. | |
| | | Ψ | Wave Full Psychometric Profile Report | |
| | | | Wave Types (People & Tasks) | |
| | | | Wave Line Manager | |
| | | Ψ | Wave Entrepreneurial Report | |
| | | Ψ | Wave Summary Psychometric Profile Report | |
| | | | Wave Predicted Culture Fit – <i>no debrief required</i> | |
| | | | Professional Development Report - Premium | |
| | | | Professional Development Report - Summary | |

Personality continued

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| Saville | Wave Focus Styles: Personality Profile | | Saville Wave Focus Styles combines all the unique features of the Saville Wave Professional Styles. Based on the 36 Professional Styles that <i>most strongly predict occupational success</i> , Saville Focus explores an individual's work styles, motivations and workplace culture preferences. Saville Focus reports against a universal competency model which has been validated with performance. | 15 mins | |
| | | | <i>Useful for selection of employees in professional or management roles across a wide range of industries, especially if time is of the essence.</i> | | |
| | | Reports: | Ψ | Focus Expert Report: includes Psychometric Profile, Competency Potential, Predicted Culture Fit and Personal Report for candidate. | |
| | | | Ψ | Focus Psychometric Profile Report | |
| | | | | Focus Types (People & Tasks) | |
| | | | | Focus Predicted Culture Fit – <i>no debrief required</i> | |
| | | | | Focus Competency Potential Report.- <i>no debrief required</i> | |
| | | | | Focus Line Manager Report – <i>no debrief required</i> | |
| | | | Focus Development Report - Premium | | |
| | | | Focus Development Report - Summary | | |
| Hogan | Hogan Personality Inventory (HPI) | | Work based personality tool that comprehensively explores the "bright side" of personality by assessing normal personality and interpersonal characteristics that predict occupational success. Comprised of seven primary scales, one validity scale and 41 subscales. The HPI has been extensively researched and validated across many countries. It offers six occupational scales for further investigation. | 20 mins | |
| | | | <i>Useful for selection and development of employees across many roles and industries.</i> | | |
| | | Motives, Values and Preferences Inventory (MVPI) | | Work based personality tool that comprehensively explores the "inside" of personality by assessing an individual's core values, goals and interests. The MVPI is particularly useful in determining how well a person will fit with a job, team, department or organisation. The 10 primary scales of the MVPI have been extensively researched and validated across many countries. | 20 mins |
| | | | <i>Useful for selection and development of employees across many role and industries.</i> | | |
| Hogan | Development Survey (HDS) | | Work based personality tool that comprehensively explore the 'dark side' of personality by assessing 11 common performance risks that interfere with an individual's ability to succeed in the workplace. Although these dispositions are most often seen during time of stress and heavy workload, it is particularly useful as a development tool for people who manage others, people who work in teams or in highly stressful environments. The HDS has been extensively researched and validated across many countries. | 20 mins | |
| | | | <i>Useful for development of employees across many industries and roles.</i> | | |

Personality continued

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| | Select Series | | <p>EXPRESS – It includes overall evaluation, summary, job fit, interview style and graphic report. Available for specific roles: managers and executives, professionals, technical and specialist, sales and customer support, admin and clerical, operations and trade and service and support.</p> <p>Ψ BASIS – It combines HPI, HDS and MVPI results with behavioral interviewing to evaluate the employment potential of candidates. This is a research-based assessment and consulting needed.</p> <p>Ψ FIT – It provides a graphic display of scale performance, cut score performance, and a hiring recommendation. It can be customised to include hiring recommendations for multiple positions</p> <p>Ψ HIGH POTENTIAL –Developed using research results of the best executive MBA programs. It measures business competencies and is used to create a profile of high potential leadership. Competency-based interviewing questions are also included in the report. <i>Useful for development of employees across a wide range of roles and industries.</i></p> | 18mins |
| Hogan | Advantage | | <p>It provides hiring solutions with immediate implementation capabilities. It offers a graphic display of general employability . 71 items <i>Useful for development of employees across a wide range of roles and industries.</i></p> | 10mins |
| | Develop Series | | <p>MANAGE - It highlights the most effective techniques for managing an employee. This in-depth report identifies strengths on which to build and shortcomings that may be a challenge.</p> | \$90.00 |
| | | Ψ | <p>INTERPRET - It presents scores in a graphical representation, interprets the business relevance of the scores, and describes how the scores interact.</p> | \$75.00 |
| | | | <p>INTERPRET (+Occupational Scales – HPI only) <i>Useful for development of employees across a wide range of roles and industries.</i></p> | \$90.00 |
| | | Ψ | <p>DATA (HPI, HDS, MVPI) (including all the HIC scales)</p> | \$60.00 |
| | | Ψ | <p>GRAPHIC (HPI, HDS, MVPI)</p> | \$60.00 |
| | | Ψ | <p>GRAPHIC (+Occupation Scales – HPI only)</p> | \$60.00 |