



CTPI-R

Assess work personality and management skills

CTPI-R is an assessment tool that allows you to assess personality traits, values, and skills specific to the exercise of managerial and supervisory functions. This assessment measures 19 personality traits associated with 21 key behavioural competencies.



114 questions



25-30 minutes



French, English, Spanish, German, Dutch, and Arabic



Executives and managers

OBJECTIVES

- Recruitment
- Career management
- Skills assessment

KEY FEATURES

- Thinking and working styles scores
- Social Desirability Indicator
- Managerial Potential Indicator
- Comparison of the candidate's profile with the competency model of the organisation

DETAILS

The assessment examines 19 dimensions categorised into 4 groups:

- **People management:** Control/Power - Affiliation - Tactical - Assertiveness - Trust - Developing others
- **Perception mode:** Conscientiousness - Rational - Rule conscious
- **Self-management:** Self-confidence - Lively - Emotional stability - Optimism - Surpassing - Commitment
- **Change management:** Visionary - Action-orientated - Adaptability - Experimental

4 - THE DETAILED TABLE
A tabular representation of the results on the multi and opposing factors

The following table summarises the candidate's results from the questionnaire. The column on the right describes the main factor. The column on the left describes the opposing factor. The "4" represents where the candidate stands in relation to the dimension. Therefore the closer the "4" is to the right, the stronger the candidate's tendency for the main factor. The closer the "4" is to the left, the stronger the candidate's tendency for the opposing factor.

Opposing factor	A	B	C	D	E	F	G	H	I	J	K	Main factor
Admission (1) Distant, solitary, withdrawn												Affiliation Warm, sociable, pleasant
Assertiveness (1) Incomprehensible, controlling, easy to offend												Assertiveness Firm, assertive, defending holder point of view
Control/Power (1) Inept, lacks ideas, non-assertive												Control/Power Initiative, leadership, authoritative
Developing others (1) Protects autonomy and self-interest												Developing others Involves support, encouragement, assistance
Efficiency (1) Inefficient, haphazard, impractical												Efficiency Logic, strategic, planning
Empathy (1) Ruthless, manipulative, calculating												Trust Trusts others easily
Rule consciousness (1) Disorganised												Rule consciousness Ethical, respecting values, lawful
Conscientiousness (1) Careless, sometimes imprudent												Conscientiousness Conscientious, organised, thorough
Self-awareness (1) Selfish, lacks attention to one's own feelings												Emotional stability Stable, unshakable, self-controlled
Commitment (1) Surrender, lacks drive and professional tone												Commitment Involved, devoted, workaholic
Energy (1) Reserved, calm, composed												Lively Energetic, enthusiastic, light-hearted
Optimism (1) Pessimistic, realistic, easily discouraged												Optimism Positive, sees opportunities easily from failures
Self-confidence (1) Lacks confidence, self-doubting												Self-confidence Confident, self-assured, audacious
Emotional stability (1) Emotionally unstable, parsimonious												Emotional stability Stable, unshakable, self-controlled
Surpassing (1) Satisfied with current situation												Surpassing Initiative, competitive, desire for success
Action-orientation (1) Lacks initiative												Action-orientation Reacts to change with action
Adaptability (1) Rigid, inflexible												Adaptability Flexible, adapts well to change
Experimental (1) Lacks initiative												Experimental Tries new methods

Sample Question

I give more value to:

- Intuition and flair
- Logic and reason

Report Presentation

- Graphical and tabular presentation of the profile
- Personalised comments
- Matches profiles with 21 key behavioural competencies
- Matching of the candidate's profile with the competency model of the organisation

Graph

