



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

- **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 summarizes 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
PEOPLE MANAGEMENT												
Affiliation (1) Social, Military, Outward												Affiliation Warm, Social, Pleasant
Assertiveness (1) Assertiveness, Controlling, Easy to influence												Assertiveness Firm, Logical, Defending holder point of view
Control/Power (1) Influence, Leadership, Non-assertive												Control/Power Influence, Leadership, Authoritative
Developing others (1) Protecting someone and self-esteem, Protect someone and self-esteem												Developing others Involves support, Encouragement, Assistance
Trust (1) Reliability, Authentic, Impersonal												Trust Trust others easily
PERCEPTION MODE												
Rule conscientiousness (1) Formal												Rule conscientiousness Ethical, Respecting values, Lawful
Conscientiousness (1) Orderly, Sometimes imprudent												Conscientiousness Methodical, Organized, Thorough
Rational (1) Analytical, Focus attention to one's own feelings												Rational Objective, Does not account to one's own feelings
SELF MANAGEMENT												
Commitment (1) Seriousness towards and professional level												Commitment Involved, Devoted, Workaholic
Energy (1) Energetic, Calm, Composed												Energy Energetic, Enthusiastic, Light-hearted
Optimism (1) Optimistic, Realistic, Easily discouraged												Optimism Optimistic, Positive, Shows up easily from failures
Self confidence (1) Lacks confidence, Self-doubting												Self confidence Confident, Self-assured, Audacious
Emotional stability (1) Emotionally unstable, Paranoid												Emotional stability Calm, Unshakable, Self-controlled
Surpassing (1) Satisfied with current situation												Surpassing Ambitious, Competitive, Desires for success
CHANGE MANAGEMENT												
Action orientated (1)												Action orientated Reacts to change with action
Adaptability (1)												Adaptability Flexible, Adapts well to change
Experimental (1)												Experimental Tries, Tests 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

