

# Assessment Solutions



**Psychtests AIM Inc.**  
**1558 Viel, Suite 103**  
**Montreal, QC H3M 1G5**  
**Canada**

**ARCH**  
PROFILE



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**TESTIMONIALS**

*“There is such a large selection of tests and the assessments are so in-depth that we feel very confident in their ability to help us determine the best fit for each of our open job positions.”*

Jann L. Young  
 Executive Assistant  
 San-Diego Habitat  
 for Humanity

*“We have been extremely happy with the system. The customer service is excellent.”*

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 Professor of Management  
 The University of Tampa

*“PsychTests provides great insight and flexibility to help create a solution that works for both myself and my customer. I would highly recommend their products to other businesses who are looking for a reliable and knowledgeable provider.”*

Tony Miglio  
 President  
 The Inside Mind

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*“PsychTests provides stellar customer service and we are happy to recommend them to anyone looking for a reliable, high quality experience.”*

Roger Lamb  
 KNN / Disciples Today

*“I always recommend to my clients that we use Psychtests evaluations before making a hiring decision. It proves to my clients that I care about the caliber of candidates that I recommend to them.”*

Melanie Diotte  
 President  
 Eximius Personnel

*“Working with PsychTests AIM has been a pleasure. They have been a very reliable group of psychologists and researchers who have been quite accommodating to our needs, extremely interested in our inputs, and very timely with any special requests we have had.”*

Sig Mejdal  
 Quantitative Analyst  
 St. Louis Cardinals

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**TESTIMONIALS**

*"We use the EI assessment in an educational setting for new police officers to discover their strengths and weaknesses. I appreciate the ability as an administrator to enroll and assign tests myself online without needing to contact anyone personally."*

Lt. Al Kuehl  
 Staff Development  
 Rochester Police Department

*"Our lead consultant wanted to introduce the EIQ assessment as part of our leadership programs to raise the level of awareness of our managers to the emotional aspect. We piloted the EIQ assessment with managers in Singapore and it was very well received."*

Anne Buquet  
 People Development  
 and Talent Management  
 France Telecom

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## Introduction

### About ARCH Profile

ARCH Profile offers the most comprehensive and reliable selection of online assessments available. Developed by our team of experienced psychologists and programmers, our assessments utilize Artificial Intelligence (A.I.) technologies to deliver precise scoring and in depth analysis instantaneously in a user-friendly environment.

Our tests are developed by a team of experienced developers led by Ilona Jerabek, PhD. Our technical team, directed by artificial intelligence (AI) researcher Vrat Jerabek, continuously conducts experiments and simulations to improve the AI systems that handle complicated scoring algorithms. All of the professional tests offered on Psychtests are rigorously developed and based on a thorough statistical analysis. Each test is well researched and designed according to the APA (American Psychological Association) standards for educational and psychological testing.

### About Us

Psychtests.com originally appeared on the internet scene in 1997 and is a subsidiary of Plumeus Inc., a privately owned high-tech company specializing in psychological test development and related products and services. While Plumeus is responsible for research and development of high-quality products and services centered on an extensive battery of psychological assessments, Psychtests was conceived as the delivery system of those same solutions. Since its inception, Psychtests has become a pre-eminent provider of psychological assessment products and services to human resource personnel, therapists, academics, researchers and a host of other professionals around the world



## Vitals

**No. of questions:** 55

**Question type:** Situational, self-report

**Estimated completion time:** 20 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (disability, ethnicity)

**Validation Information:**

- Sample Size: 10,135
- Cronbach's Alpha range: 0.64 to 0.79

## Features

**Benchmarks:** Available (general population and 26 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Dominant and Least Developed Intelligence Types
- Advice

## Factors and Scales:

### 8 scales:

- **Bodily-Kinesthetic:** Ability to coordinate bodily movements and/or handle objects skillfully.
- **Logical-Mathematical:** Ability to use logical reasoning to solve a problem. Also involves number and computing skills.
- **Linguistic:** Highly developed capacity to use words effectively, in writing or in speech, as well as to persuade, remember information, and explain.
- **Visual-Spatial:** Highly developed capacity to perceive the visual world accurately and to transform, manipulate and recreate mental images.
- **Musical:** Ability to compose and perform musical patterns recognize pitches, tones, and rhythms..
- **Intrapersonal:** Ability to detect and discern among one's own feelings (self-knowledge) and the ability to use that knowledge for personal understanding.
- **Interpersonal:** Capacity to understand and interact effectively with others. Ability to discern the moods, temperaments, dispositions, motivations, and desires of other people and respond appropriately.
- **Naturalistic:** Ability to understand and classify the natural environment, particularly vegetation and animals. Includes excellent observational skills and a strong interest in nature.

**Purpose:** The AMI - R, based on the work of Howard Gardner, will assess the manner in which a person learns best. It will identify which specific type of intelligence an individual possesses and how it can be used to his or her advantage..



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### APPLICATION:

- ✓ Pre-employment
- ✓ Personal development

### 8 AMI - R SCALES:

- Bodily-Kinesthetic
- Logical-Mathematical
- Linguistic
- Visual-Spatial
- Musical
- Intrapersonal
- Interpersonal
- Naturalistic

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# AMPM - R3 (Advanced Multidimensional Personality Matrix - 3rd Revision)

## APPLICATION:

- ✓ Pre-employment
- ✓ Personal development
- ✓ Team building
- ✓ Leadership development
- ✓ Sales and customer service training

## 35 AMPM - R3 SCALES:

- Emotional Reactivity
- Resiliency
- Anger Command
- Impulse Command
- Self-confidence
- Reaction to Stress
- Independence
- Assertiveness
- Optimism
- Sociability
- Self-disclosure
- Approachability
- Orientation
- Perspective
- Curiosity
- Interest in Knowledge
- Creative Thinking
- Individuality
- Adaptability
- Trust
- Authenticity
- Willingness to Compromise
- Egoism
- Kindness
- Aggressiveness
- Competitiveness
- Dominance
- Charm
- Striving
- Diligence
- Organization
- Dependability
- Attention to Detail
- Efficiency
- Self-discipline

## Vitals

**No. of questions:** 175, plus additional questions

**Question type:** Situational, self-report

**Estimated completion time:** 45 minutes

**Shorter versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards (disability)

**Validation Information:**

- Sample Size: 1,690
- Cronbach's Alpha range: 0.66 to 0.86

## Features

**Benchmarks:** Available (general population)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Personality Type
- Advice

## Factors and Scales:

**5 factors, divided into 35 scales:**

- **Emotional Stability:** Assesses overall emotional strength and the ability to withstand stress.
- **Extroversion:** Assesses whether a person prefers interacting with others or spending time alone.
- **Openness:** Assesses extent to which a person seeks out new experiences and is receptive to different views and people..
- **Agreeableness:** Assesses a persons's demeanor in terms of approachability and cooperativeness.
- **Conscientiousness:** Assesses whether a person is productive, organized, and reliable.

**Purpose:** The AMPM - R3 is based on the Five Factor Model credited to Costa, McCrae, and Goldberg. This full version includes five main factors, which are each broken down further into several more specific elements.



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#### APPLICATION:

- ✓ Pre-employment
- ✓ Personal development
- ✓ Team building
- ✓ Leadership development
- ✓ Sales and customer service training

#### 5 AMPM - AB - R3 SCALES:

- Emotional stability
- Extroversion
- Openness
- Agreeableness
- Conscientiousness

# AMPM - Ab - R3 (Advanced Multidimensional Personality Matrix - Abridged - 3rd Revision)

## Vitals

**No. of questions:** 86

**Question type:** Self-assessment, situational, multiple choice

**Estimated completion time:** 15 minutes

**Longer versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, ethnicity)

### Validation Information:

- Sample Size: 3,781
- Cronbach's Alpha range: 0.78 to 0.84

## Features

**Benchmarks:** (general population, 25 industries)

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Customized advice
- Impression Management

## Factors and Scales:

### 5 scales assessed:

- **Emotional Stability:** Assesses overall emotional strength and the ability to withstand stress.
- **Extroversion:** Refers to whether a person prefers interacting with others or enjoys spending time on his/her own.
- **Openness:** Extent to which a person seeks out new experiences and is receptive to different views and people.
- **Agreeableness:** Refers to how likeable, approachable, and cooperative a person is.
- **Conscientiousness :** Measures how organized, reliable and rule-abiding a person is.

**Purpose:** The AMPM - Ab - R3 is based on the Five Factor Model credited to Costa, McRae, and Goldberg. It is an overarching and comprehensive assessment of a person's personality.



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## Vitals

**No. of questions:** 35

**Question type:** Self-report

**Estimated completion time:** 10 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 6,717
- Cronbach's Alpha: 0.91

**Purpose:** ARS - R2 assesses whether a person is able to communicate his or her thoughts and opinions in a clear, direct, and non-aggressive way.

### APPLICATION:

- ✓ Pre-employment
- ✓ Personal & professional development

### 5 ARS - R2 SCALES:

- Ability to speak for self
- Handling assertive/strong people
- Comfort with Vulnerability
- Subservience
- Aggression

## Features

**Benchmarks:** Available (general population, 62 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

### Overall Score plus 5 scales:

- **Ability to speak for self:** Acting with confidence to voice a personal opinion.
- **Handling assertive/strong people:** Ability to stand up to those who might be intimidating.
- **Comfort with Vulnerability:** Ability to take action despite the risk of rejection or embarrassment.
- **Subservience:** Allowing the needs of others to take precedence over personal desires.
- **Aggression:** Using aggressive tactics, such as intimidation, physical force or manipulation to get one's way.



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#### APPLICATION:

- ✓ Pre-employment
- ✓ Professional development

#### 9 ART SCALES:

- Appraisal
- Considering
- Processing Information
- Logic
- Math/Quantitative Reasoning
- Pattern Recognition
- Reading Comprehension
- Creative Thinking
- Social/Communication Skills

# ART (Analytical Reasoning Test)

## Vitals

**No. of questions:** 84

**Question type:** Situational, self-report, skill testing (arithmetic, logical reasoning)

**Estimated completion time:** 135 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age)

**Validation Information:**

- Sample Size: 1,335
- Cronbach's Alpha: 0.95

## Features

**Benchmarks:** Available

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

### Overall Score plus 9 scales:

- **Appraisal:** Ability to look at a situation and determine what needs to be done or what the bottom-line question is that needs to be answered.
- **Considering:** Ability to identify important information relevant to solving a problem or managing a situation in the face of irrelevant or misleading info.
- **Processing Information:** Ability to determine the best way to solve a problem.
- **Logic:** Ability to apply a systematic process of reasoning to the information provided, in a variety of contexts.
- **Math/Quantitative Reasoning:** Ability to perform basic math calculations such as addition, subtraction, multiplication, as well as geometry and algebra.
- **Pattern Recognition:** Ability to identify a pattern in a series of numbers, letters or images.
- **Reading Comprehension:** Ability to pick up on important details in a text and understand reading materials.
- **Creative Thinking:** A self-report scale that measures the extent to which a person uses creative thinking during the analytical reasoning process.
- **Social/Communication Skills:** Assesses a person's ability to handle complex social situations and come up with solutions to problems based on the most socially appropriate and sensitive response.

**Purpose:** ART assesses inductive and deductive reasoning skills. Verbal and quantitative reasoning skills are important in business decision-making and IT analytical aptitude, among other areas.



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# ATS - R (Assessment of Transferable Skills - Revised)

## APPLICATION:

- ✓ Pre-employment
- ✓ Skills development

## 17 ATS - R SCALES:

- Creative Thinking Skills
- Calculated Risk-Taking & Decision-Making Skills
- Resourcefulness
- Coping & Stress Management Skills
- Adaptability
- Self-motivation
- Goal-Setting Skills
- Coachability / Trainability
- Perseverance
- Time Management Skills
- Attention to Detail
- Leadership Potential
- Communication Skills
- Conflict-Resolution Skills
- Listening Skills
- Teamwork & Collaboration Skills
- Social Insight

## Vitals

**No. of questions:** 134

**Question type:** Self-assessment, situational

**Estimated completion time:** 45-60 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, ethnicity, disability)

**Validation Information:**

- Sample Size: 1,900
- Cronbach's Alpha: 0.82 to 0.92

## Features

**Benchmarks:** Available

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Development Areas
- Advice tailored to the test-taker's score
- Impression Management

## Factors and Scales:

**Four main factors, broken down into 17 scales:**

- **Problem-Solving Skills:** Assesses whether a person's approach to problems is conducive to resolution.
- **Intrapersonal Skills:** Encompasses abilities that help an individual achieve success, acclimate to different circumstances, and overcome challenges.
- **Organization Skills:** Encompasses the skills that a person needs in order to be productive.
- **Interpersonal Skills:** Ability to interact productively and tactfully with others.

**Purpose:** This test will evaluate specific competencies and skills that can transfer quite easily from school to the work world, and from one job to another.



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## Vitals

**No. of questions:** 46

**Question type:** Situational, self-report

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability, ethnicity)

**Validation Information:**

- Sample Size: 11,025
- Cronbach's Alpha: 0.98

## Features

**Benchmarks:** Available (general population and 25 industries)

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

**Overall Score plus 2 factors, divided into 8 scales:**

**1) Healthy Motivators:** Different types of motivators that drive people to succeed.

- **Growth:** Desire to gain new skills and eagerness to grow.
- **Responsibility:** Interest in gaining new and expanded responsibilities.
- **Leadership:** Desire to take on a leadership role.
- **Stimulation:** Assesses whether a more stimulating environment is needed.

**2) Preparedness:** Degree to which a person is mentally and emotionally prepared for advancement.

- **Confidence:** Degree of self-confidence that is exhibited in the workplace.
- **Initiative:** Tendency to display proactive behavior.
- **Coping with Stress:** Assesses how well stressful situations are handled.
- **Adaptability:** Ability to deal with changes in the work environment.

**Purpose:** CADVP - R was developed to evaluate how prepared a person is for an advancement in his or her career. It will provide information on whether an employee has the attitude, traits, and behaviors needed to move up the ladder.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Professional development
- ✓ Motivational tool

### 8 CADVP - R SCALES:

- Growth
- Responsibility
- Leadership
- Stimulation
- Confidence
- Initiative
- Coping with Stress
- Adaptability

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## Vitals

**No. of questions:** 102

**Question type:** Situational, self-report

**Estimated completion time:** 20 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards ; EEOC standards (gender, disability)

**Validation Information:**

- Sample Size: 1,194
- Cronbach's Alpha range: 0.40 to 0.87

## Features

**Benchmarks:** Available (general population and 26 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Motivation Personality Type
- Graphs
- List of major, minor, and insignificant motivators
- Detailed narrative interpretation
- Practical advice tailored to each motivator

## Factors and Scales:

**23 scales/motivators, including:**

- **Achievement:** Desire to reach goals and rise up to challenges.
- **Structure & Order:** Desire to work in an environment with an established system for performing tasks and duties, and a clearly structured hierarchy of command.
- **Balanced Lifestyle:** Desire to have the time to maintain both a personal and professional life.
- **Change and Variety:** Desire for a dynamic job environment where tasks and projects vary greatly.
- **Creativity:** Desire to take on unique projects and express one's creativity in a professional setting.
- **Financial Reward:** Desire to be recompensed for one's hard work through financial means.
- **Identity and Purpose:** Desire to take on a project or position that is in line with one's values.
- **Altruism:** Desire to help make the world a better place.
- **Contribution:** Desire to make a name for oneself – to be a pioneer in a specific field.
- **Independence:** Desire for position that offers autonomy, decision-making power, and flexibility.
- **Inspiration:** Desire to move and motivate others through one's work.
- **Learning:** Desire to gain new knowledge, skills and insight.
- **Mobility:** Desire to travel and experience new places through one's work.
- **Power:** Desire for a position of authority/leadership.

**Purpose:** CAMOP - R2

is designed to uncover what motivates your employees in order to create an environment where they can thrive.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Personal and professional development
- ✓ Motivational tool

### 23 CAMOP - R2 SCALES:

- Achievement
- Structure and Order
- Balanced Lifestyle
- Change and Variety
- Creativity
- Financial Reward
- Identity and Purpose
- Altruism
- Contribution
- Independence
- Inspiration
- Responsibility
- Learning
- Mobility
- Power
- Recognition and Appreciation
- Social Factors
- Stability
- Status
- Fun and Enjoyment
- Customer Service
- Job-Hopping
- Active/High-pressure Work Environment

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## APPLICATION:

- ✓ Pre-employment
- ✓ Professional development

## 22 CAPAP SCALES:

- Helpfulness
- Empathy
- Emotional Strength
- Reaction to Stress
- Discretion
- Social Insight
- Communication Skills
- Assertive Communication
- Diligence
- Organization
- Dependability
- Attention to Detail
- Efficiency
- Self-discipline
- Comfort with Decision-making
- Patience
- Fortitude
- Attitude Towards Honesty
- Attitude Towards Safety
- Attitude Towards Teamwork
- Optimism
- Social Values at Work

# CAPAP (Careprovider Aptitude Personality & Attitude Profile)

## Vitals

**No. of questions:** 114, plus additional (if applicable)

**Question type:** Situational, self-report

**Estimated completion time:** 50 minutes

**Shorter versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

### Validation Information:

- Sample Size: 5,271
- Cronbach's Alpha: 0.94

## Features

**Benchmarks:** Available (general population and Caregivers)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

**Overall score plus 3 factors, divided into 22 scales:**

- **Interpersonal Skills:** Ability to interact with others appropriately and productively.
- **Work Abilities:** Ability to complete tasks in a productive, thorough and efficient manner.
- **Work Attitudes:** Tendency to behave in an appropriate and honest fashion within the workplace.

**Purpose:** CAPAP assesses whether the personality traits and skills a person possesses match those required to excel in the Caregiving field.



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# CAPAP - Ab (Careprovider Aptitude Personality & Attitude Profile - Abridged)

## APPLICATION:

- ✓ Pre-employment
- ✓ Professional development

## 6 CAPAP-AB SCALES:

- Conscientiousness
- Disregard for others
- Agreeableness
- Emotional Strength
- Fortitude
- Integrity

## Vitals

**No. of questions:** 57

**Question type:** Situational, self-report

**Estimated completion time:** 15 minutes

**Longer versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

### Validation Information:

- Sample Size: 5,285
- Cronbach's Alpha: 0.90

## Features

**Benchmarks:** Available (general population and Caregivers)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

### Overall score plus 6 scales

- **Conscientiousness:** Assesses how organized, reliable, and detail oriented a person is.
- **Disregard for others:** Assesses the tendency to conduct oneself in a manner that shows disrespect for others or a lack of self-monitoring.
- **Agreeableness:** Assesses the willingness to help and cooperate with others.
- **Emotional Strength:** Assesses the ability to be self-reliant, emotionally tough, and to work well under pressure.
- **Fortitude:** Ability to withstand difficult or distasteful tasks.
- **Integrity:** Assesses tendency to show good judgment, to take responsibility for one's actions, and to conduct oneself in an honest manner.

**Purpose:** This condensed test assesses whether the personality traits and skills a person possesses match those required to excel in the Caregiving field.



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# CAPSAT - R (Creativity & Problem-Solving Aptitude Test - Revised)

## APPLICATION:

- ✓ Pre-employment
- ✓ Professional development

## 4 CAPSAT - R SCALES:

- Comfort with Decision-making
- Flexibility
- Openness to Creativity
- Sense of Self-efficacy

## Vitals

**No. of questions:** 36

**Question type:** Situational, self-report

**Estimated completion time:** 10 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, ethnicity, disability)

### Validation Information:

- Sample Size: 24,994
- Cronbach's Alpha: 0.90

**Purpose:** CAPSAT - R was developed to evaluate whether a person's attitude towards problem-solving and the manner in which he or she approaches a problem is conducive to creative thinking.



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## Features

**Benchmarks:** Available (general population and 107 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

### Overall Score plus 4 scales

- **Comfort with Decision-making:** Overall ability to make decisions competently and confidently.
- **Flexibility:** Assesses whether a person's attitude toward problem-solving is open-minded and flexible.
- **Openness to Creativity:** Overall attitude toward change, innovative solutions, out-of-the-box thinking; ability to think creatively.
- **Sense of Self-efficacy:** Assesses whether a person believes in his or her ability to solve a problem effectively.

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# CAT - R (Concentration Ability Test - Revised)

## Vitals

**No. of questions:** 21

**Question type:** Situational, self-report

**Estimated completion time:** 5 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age)

**Validation Information:**

- Sample Size: 11,162
- Cronbach's Alpha: 0.89

## Features

**Benchmarks:** Available (general population and 34 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

### Overall Score plus 2 scales

- **Mental Focus:** Ability to stay focused despite distraction.
- **Tactics:** Assesses whether a person uses strategies to improve concentration and stay focused.

**Purpose:** CAT – R will assess how well a person concentrates on a task and whether he or she has a well-developed repertoire of strategies to help him/her focus.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Professional development

### 2 CAT - R SCALES:

- Mental Focus
- Tactics

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# CCCSRT (Call Center Customer Service Rep Test)

## Vitals

**No. of questions:** 137

**Question type:** Situational, self-report

**Estimated completion time:** 45 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 681
- Cronbach's Alpha: 0.97

**Purpose:** CCCSRT will assess whether a person has the attitudes, aptitudes and personality to work as a customer service representative for call centers.

### APPLICATION:

- ✓ Pre-employment
- ✓ Professional development
- ✓ Sales and customer service training

### 20 CCCSRT SCALES:

- Listening Skills
- Friendliness/Pleasantness
- Social Insight
- Helpfulness
- Social Skills
- Communication Skills
- Assertiveness
- Conflict Resolution Skills
- Patience
- Performance Under pressure
- Thick-skinned
- Time Management
- Organizational Skills
- Meticulousness
- Independence
- Verbal/Reading Comprehension Skills
- Quick Thinking
- Problem-solving
- Computer Savvy
- Trainability

## Features

**Benchmarks:** Available (general population & Customer Service reps)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

**Overall Score plus 5 factors, divided into 20 scales:**

- **People Skills:** Overall ability to deal effectively and appropriately with others.
- **Mental/Emotional Toughness:** Ability to cope with the challenges encountered in this field.
- **Efficiency:** Involves traits/skills that help a person complete work tasks competently.
- **Cognitive Skills:** Assesses intelligence-related skills that can be an asset in customer service.
- **Resourcefulness:** Refers to traits/skills that can make easing into a customer service call center position smoother.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Professional development
- ✓ Training tool

## 18 CHAP SCALES:

- Appreciation of Children
- Nurturing
- Imagination/Creativity
- Play Skills
- Educating
- Integrity
- Respect for Family Privacy
- Energetic
- Dependability
- Safety Consciousness
- Organization
- Sound Judgment/Common Sense
- Stress Tolerance
- Self-Control/Self-Monitoring
- Empathy
- Communication Skills
- Helpfulness
- Enthusiasm

# CHAP (Childcare Aptitude Profile)

## Vitals

**No. of questions:** 143

**Question type:** Self-assessment, situational, multiple choice

**Estimated completion time:** 45 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** standards; EEOC standards (age)

**Validation Information:**

- Sample Size: 80
- Cronbach's Alpha: 0.94

## Features

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Caregiver Style (based on parenting theories)
- Advice
- Impression Management

## Factors and Scales:

**Overall Score plus 5 factors, divided into 18 scales:**

- **Childcare Value System:** Assesses values that are important and relevant to childcare.
- **Work Ethic:** Degree to which a person behaves in a responsible and productive manner.
- **Diligence:** Degree to which a person is willing to work hard, efficiently, and carefully.
- **Mental Strength:** Ability to deal with the difficulties of childcare.
- **People Skills:** Assesses whether a person interacts productively and appropriately.

**Purpose:** CHAP will assess whether a person has the necessary skills and traits to be a professional nanny.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Professional development

## 41 CLAA - R3 SCALES:

### Professionalism

- Tolerance for Routine
- Integrity
- Autonomy
- Hardiness/Thick Skin
- Dependability

### Social Orientation

- Team Spirit
- Friendliness
- Helpfulness

### Office Skills

- Filing
- Reading Comprehension
- Graph & Chart Reading
- Proofreading Skills

### Data Entry Skills

- Alpha-Numeric Data Entry Speed
- Alpha-Numeric Data Entry Accuracy
- 10-Key Data Entry Speed
- 10-Key Data Entry Accuracy

### Typing Skills

- Typing Speed
- Typing Accuracy **Software**

### Expertise

- Microsoft Outlook
- Microsoft Word
- Microsoft Excel
- Microsoft PowerPoint
- Microsoft Publisher **General**

### Job Skills

- Attention to Detail
- Task Juggling
- Concentration Skills
- Time Management Skills
- Organization Skills

### Emotional Intelligence

- Communication Skills
- Social Perceptiveness
- Conflict-Resolution Skills
- Emotional Regulation
- Coping Skills

## Vitals

**No. of questions:** 167

**Question type:** Self-assessment, situational, skill testing

**Estimated completion time:** 60-90 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards ;

**Validation Information:**

- Coming soon. Data collection is underway.

## Features

**Benchmarks:** Coming soon. Data collection is underway.

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

**Overall Score plus 3 factors, divided into 41 scales:**

- **Personality Aptitude/Fit:** Degree to which a person possesses the right attitude and temperament for a job in the clerical/administrative field.
- **Clerical Competencies:** Degree to which a person possesses the requisite skills needed to be effective and productive in a clerical/administrative position.
- **Transferable Skills:** Degree to which a person possesses certain key skills that would be considered an asset in a number of jobs and positions.



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# COMSA - R2 (Communication Skills Assessment - 2nd Revision)

## APPLICATION:

- ✓ Pre-employment
- ✓ Professional development
- ✓ Team building
- ✓ Leadership development
- ✓ Sales and customer service training

## 5 COMSA - R2 SCALES:

- Insightfulness
- Verbal Expression
- Assertiveness
- Listening Skills
- Emotional Management

## Vitals

**No. of questions:** 38

**Question type:** Self-report

**Estimated completion time:** 10 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

### Validation Information:

- Sample Size: 22,721
- Cronbach's Alpha: 0.91

## Features

**Benchmarks:** (general population and 30 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

### Overall Score plus 5 scales:

- **Insightfulness:** Ability to read others and understand things from their point of view.
- **Verbal Expression:** Ability to deliver a clear and concise message.
- **Assertiveness:** Willingness to express differing opinions and to stand up for oneself.
- **Listening Skills:** Understanding of the rules of "listening etiquette" and the ability to actively attend to others.
- **Emotional Management:** Ability and willingness to deal with one's own, as well as other people's, emotions.

**Purpose:** COMSA - R2 will assess whether a person is able to communicate and listen effectively.



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# CORRTA - R (Collision Repair and Refinish Technician Assessment - Revised)

## APPLICATION:

- ✓ Pre-employment
- ✓ Professional development

## 14 CORRTA - R SCALES:

- Appearance
- Dependability
- Responsibility
- Efficiency
- Meticulousness
- Knowledge Test
- Independence
- Communication Skills
- Self-Report Past Experience
- Multi-tasking
- Adherence to Standards
- Ethical Treatment
- Willingness to Work
- Punctuality

## Vitals

**No. of questions:** 96

**Question type:** Situational, self-report

**Estimated completion time:** 35 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (age)

### Validation Information:

- Sample Size: 546
- Cronbach's Alpha: 0.94

**Purpose:** CORRTA - R assesses skills and knowledge relevant to car technicians, particularly in the area of collision repair and refinishing.



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## Features

**Benchmarks:** Available (Car Technicians)

**Interview Questions:** Available

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

### Overall Score plus 4 factors, divided into 14 scales:

- **Conscientiousness:** Tendency to be a responsible, orderly, cautious and dependable worker.
- **Self-Sufficiency:** Assesses level of knowledge about mechanics, ability to work without assistance by management, and capacity to communicate with colleagues and customers.
- **Ability to Adapt to Job Environment:** Measures a person's fit with the requirements of a car technician position - the fast-paced nature of the job, the need to follow safety rules, and other strict standards.
- **Workplace Ethics:** Extent to which a person presents a positive attitude towards customers and management, and is professional, courteous, honest, and hard-working.

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## Vitals

**No. of questions:** 64

**Question type:** Self-report

**Estimated completion time:** 10 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards ; EEOC standards (gender, age, ethnicity)

**Validation Information:**

- Sample Size: 8,998
- Cronbach's Alpha: 0.94

## Features

**Benchmarks:** Available (general population and 95 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- List of frequently used coping techniques
- Advice

## Factors and Scales:

**Overall Score plus 3 factors, divided into 12 scales:**

- **Problem-Focused Coping:** Refers to ways of handling stress that deal with taking action in order to improve the stressor.
- **Emotion-Focused Coping:** Methods of handling stressful situations that entail learning how to deal with the situation emotionally.
- **Empty Coping Strategies/Hang-Ups:** Entails "empty" coping strategies that generally will not be helpful in dealing with stressful situations.

**Purpose:** COSA - R2 assesses a person's coping skills and his or her predominant methods of coping with stress.



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### APPLICATION:

- ✓ Therapy and Counseling
- ✓ Personal development
- ✓ Employee Assistance Programs

### 12 COSA - R2 SCALES:

- Problem-Solving
- Information-Seeking
- Negotiation
- Social Support
- Positive Cognitive Restructuring
- Emotional Regulation
- Distraction
- Rumination
- Avoidance
- Helplessness
- Social Withdrawal
- Opposition

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## APPLICATION:

- ✓ Pre-employment
- ✓ Professional development
- ✓ Training tool

## 20 CSP - R3 SCALES:

- Helpfulness
- Approachability
- Pleasantness
- Patience
- Communication Skills
- Listening Skills
- Conflict-Resolution Skills
- Problem-solving Skills
- Unflappability
- Self-efficacy
- Assertiveness
- Awareness of Body Language
- Empathy & Social Insight
- Emotional Control
- Stress Management
- Self-motivation
- Attention to Detail
- Dependability
- Accountability
- Trainability

## Vitals

**No. of questions:** 194

**Question type:** Self-assessment, situational, multiple choice

**Estimated completion time:** 60 minutes

**Shorter versions of assessment available:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 1,187
- Cronbach's Alpha: 0.98

## Features

**Benchmarks:** Available (general population, Customer Service Representatives)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

**Overall Score plus 4 factors, divided into 20 scales:**

- **Customer Service Orientation:** Assesses whether a person possesses the right disposition to deal with the public.
- **Negotiation Skills:** Assesses a person's ability to effectively negotiate a resolution.
- **Emotional Intelligence:** Assesses a person's ability to deal with his/her own as well as other people's emotions.
- **Conscientiousness:** Assesses whether a person possesses a good work ethic.

**Purpose:** CSP - R3 will assess whether a person has the necessary skills and traits to be a customer service representative



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## APPLICATION:

- ✓ Pre-employment
- ✓ Personal and professional development
- ✓ Motivational tool

## 7 CTAA SCALES:

- Ability to handle criticism
- Openness to learning and improvement
- Willingness to take direction
- Willingness to ask for help
- Comfort with vulnerability and admitting weakness
- Drive to Succeed
- Know-it-all-ism/Egotism

## Vitals

**No. of questions:** 62

**Question type:** Situational, self-report

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, ethnicity)

**Validation Information:**

- Sample Size: 564
- Cronbach's Alpha range: 0.94

## Features

**Benchmarks:** Available (general population 12 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

**360 Version:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- List of Strengths and Limitations
- Advice

## Scales:

### Overall Score plus 7 scales:

- **Ability to handle criticism:** Assesses willingness to accept and use criticism to one's advantage.
- **Openness to learning and improvement:** Assesses whether a person proactively strives to grow and develop.
- **Willingness to take direction:** Assesses an individual's work ethic and ability to handle work-related tasks in an efficient manner.
- **Comfort with vulnerability and admitting weakness:** Assesses willingness to admit faults/deficiencies.
- **Drive to Succeed:** Assesses level of commitment to setting and achieving goals.
- **Know-it-all-ism/Egotism:** Assesses inclination toward know-it-all-ism, which could inhibit the coaching process.

**Purpose:** CTAA will determine whether a person is coachable, willing to learn, and accept feedback, criticism, and direction.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Personal development
- ✓ Team building
- ✓ Leadership development

## 4 DISCPP FACTORS:

- Dominance
- Influence
- Supportiveness
- Conscientiousness

# DISCPP - R2 (DISC Personality Profile - 2nd Revision)

## Vitals

**No. of questions:** 71

**Question type:** Situational, self-report

**Estimated completion time:** 25-30 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability, ethnicity)

**Validation Information:**

- Sample Size: 903
- Cronbach's Alpha range: 0.82 to 0.89

## Features

**Benchmarks:** Available (general population and 7 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- DISC Type (based on the four main factors)
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

### 4 main factors:

- **Dominance:** People with this DISC trait tend to be, among other things, competitive, ambitious, and determined. They have a strong personality and presence.
- **Influence:** People with this DISC trait tend to be, among other things, outgoing, passionate, energetic, and excel in networking.
- **Supportiveness:** People with this DISC trait tend to be, among other things, loyal, reliable, committed, and easy to get along with.
- **Conscientiousness:** People with this DISC trait tend to be, among other things, meticulous, analytical, attentive, and methodical, and excel in quality control.

**Purpose:** Structured according to the well-known assessment, this version of DISCPP is an in-depth work personality profile based on four main factors.



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# DOT - R (Detail Orientation Test - Revised)

## Vitals

**No. of questions:** 26

**Question type:** Self-assessment

**Estimated completion time:** 5 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 1,923
- Cronbach's Alpha: 0.92

DOT - R assesses whether an individual has the patience, focus, and willingness to be meticulous.

### APPLICATION:

- ✓ Pre-employment
- ✓ Professional development
- ✓ Training tool

### 3 DOT - R SCALES:

- Self-Discipline
- Motivation
- Dislike for Details



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## Features

**Benchmarks:** Available (general population and 21 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

### Overall Score plus 3 scales:

- **Self-Discipline:** Assesses whether a person has the patience and focus to deal with details.
- **Motivation:** Assesses whether a person considers details important, and is willing to take them into consideration when completing a task.
- **Dislike for Details** Extent to which a person has an aversion for details.

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# DPP - R2 (Driving Personality Profile - 2nd Revision)

## Vitals

**No. of questions:** 68

**Question type:** Situational, self-report

**Estimated completion time:** 20 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 19,153
- Cronbach's Alpha: 0.88

**Purpose:** DPP - R2 assesses whether an individual's attitude and behavior behind the wheel could be problematic.

### APPLICATION:

- ✓ Pre-employment

### 4 DPP - R2 SCALES:

- Road Rage
- General Driving Knowledge
- Courtesy
- Conscientiousness



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## Features

**Benchmarks:** Available (general population, 12 industries, and 7 driving-related factors)

**Interview Questions:** Available

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

### Overall Score plus 4 scales:

- **Road Rage:** Tendency to behave aggressively or lose one's temper while driving.
- **General Driving Knowledge:** Basic knowledge of road rules and how to deal with certain driving conditions.
- **Courtesy:** Knowledge and practice of driving "manners".
- **Conscientiousness:** Overall attitude towards road safety.

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# EAPT - R (Employee Attitude and Personality Test - Revised)

## APPLICATION:

- ✓ Pre-employment
- ✓ Team building

## 36 EAPT - R SCALES:

- Compliance
- Trainability
- Steadiness
- Conscientiousness
- Integrity
- Approval-seeking
- Adaptability
- Coping Skills
- Emotional Stability
- Creativity
- Open-mindedness
- Innovation
- Drive/Success Orientation
- Calculated Risk-taking
- Street Smarts
- Initiative
- Independence
- Leadership Potential
- Dominance
- Authoritarianism
- Extroversion
- Soft Skills
- Agreeableness
- Dynamism
- Fair-mindedness
- Abrasiveness
- Tension/Nervous Energy
- Accident Proneness
- Hotheadedness
- Generalist
- Specialist
- Technical Skill
- Kinesthetic Skill
- Visual/Spatial Skill
- Linguistic Skill
- Analytical Thinking

## Vitals

**No. of questions:** 85 plus additional questions (if applicable)

**Question type:** Self-report

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability<sup>1</sup>)

**Validation Information:**

- Sample Size: 959
- Cronbach's Alpha range: 0.75 to 0.93

## Features

**Benchmarks:** Available (general population and 19 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

**9 factors, broken down into 36 scales, including:**

- **Social Skills:** Ability to interact harmoniously with people; to build a rapport with others.
- **Forcefulness:** Assesses whether a person possesses a more commanding and controlling disposition.
- **Industriousness/Assiduity:** Assesses degree to which a person is hard-working and diligent.
- **Openness to Improvement:** Assesses willingness to continuously learn and grow.
- **Openness to Change:** Extent to which an individual is comfortable with variability in his or her environment.
- **Conformity:** Refers to obedient, unquestioning, and responsible conduct.
- **Resilience:** Ability to bounce back from adversity.
- **Level-headedness:** Ability to maintain poise and control in during difficult situations.
- **Need for Supervision:** Assesses whether an individual possesses certain traits or behaviors that would make a supervised environment more beneficial.

**Purpose:** The EAPT - R is an overarching assessment of a person's work personality profile.



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<sup>1</sup> People with a disability outscored those without on Soft Skills.

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## APPLICATION:

- ✓ Pre-employment
- ✓ Skills training

## 14 ENTAP SCALES:

- Independence
- Passion
- Goal-orientation
- Conscientiousness
- Social Skills
- Leadership
- Mentoring/Supporting
- Self-efficaciousness
- Optimism
- Status-seeking
- Interest in Knowledge
- Innovation
- Adaptability
- Risk-taking

# EntAP (Entrepreneurial Aptitude Profile)

## Vitals

**No. of questions:** 131

**Question type:** Self-report

**Estimated completion time:** 25 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (ethnicity<sup>1</sup>, disability)

### Validation Information:

- Sample Size: 1,222
- Cronbach's Alpha: 0.96

## Features

**Benchmarks:** Available (general population, Entrepreneurs)

**Interview Questions:** Available

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

**Overall Score plus 4 factors, divided into 14 scales:**

- **Drive to Succeed:** Ability and willingness to do what it takes to succeed.
- **Social Network:** Ability to form strong social relationships with people.
- **Outlook on Success:** Refers to whether an individual believes he or she has the potential for success.
- **Openness to new ideas:** Refers to the inclination and desire to try out new ideas.

**Purpose:** EntAP will identify whether a person has the characteristics that typically demonstrate entrepreneurial potential.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Skills development

## 7 EPA SCALES:

- Self-sufficiency
- Conscientiousness
- Drive Orientation
- Social Skills
- Optimism
- Risk-taking
- Networking Ability

# EPA (Entrepreneurial Personality Assessment)

## Vitals

**No. of questions:** 60

**Question type:** Self-report

**Estimated completion time:** 10 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

### Validation Information:

- Sample Size: 12,227
- Cronbach's Alpha range: 0.61 to 0.78

## Features

**Benchmarks:** Available (general population, Entrepreneurs)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Entrepreneur Personality Type
- Advice

## Factors and Scales:

### 7 scales:

- **Self-sufficiency:** Ability to make decisions and motivate oneself independently.
- **Conscientiousness:** Ability to be organized, efficient and dependable.
- **Drive Orientation:** Tendency to be competitive, driven, and impatient versus relaxed, laid-back, and patient.
- **Social Skills:** Ability to relate easily and comfortably with people.
- **Optimism:** Ability to look on the bright side of things, even in difficult times.
- **Risk-taking:** Ability to take chances and handle the inherent uncertainty involved in taking risks.
- **Networking Ability:** Ability to make, maintain, and utilize social connections in order to achieve success in business.

**Purpose:** EPA will provide information about which aspects of a person's personality are well-suited for owning a business, and which aspects could be problematic.



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## APPLICATION:

- ✓ Franchisee selection
- ✓ Professional/Skill development

## 14 FPP - AB SCALES:

- Leadership
- Go-Getter
- Diligence
- Innovation
- Determination
- Approachability
- Self-efficacy
- Self-confidence
- Positive Mindset
- Comfort with sharing cost and profits
- Management Skills
- Rule-abiding
- Community/Family Values
- Entrepreneurial Spirit

# FPP - Ab (Franchisee Personality Profile - Abridged - general version)

## Vitals

**No. of questions:** 110

**Question type:** Situational, self-report, skill testing

**Estimated completion time:** 35 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age)

**Validation Information:**

- Sample Size: 855
- Cronbach's Alpha: 0.94

## Features

**Benchmarks:** Available (general population and Franchisees)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

**Overall Score plus 14 scales, including:**

- **Leadership:** Ability to take charge and lead others effectively.
- **Comfort with sharing cost and profits:** Assesses whether an individual is willing to accept having to share profits with the parent company.
- **Self-efficacy:** Assesses whether an individual believes that he or she has what it takes to succeed.
- **Management Skills:** Extent to which a person possesses skills relevant to managing employees.
- **Rule-abiding:** Extent to which an individual is willing to adhere to the rules and regulations of the franchise.
- **Community/Family Values:** Extent to which community or family values take precedence in a person's life.
- **Entrepreneurial Spirit:** Assesses whether an individual has the desire and nose for business that is needed to flourish in this industry.

**Purpose:** FPP - Ab evaluates how well a person's personality and attitudes fit the ideal franchisee profile.



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# FPP - AbF (Franchisee Personality Profile - Abridged - fast food version)

## APPLICATION:

- ✓ Franchisee selection
- ✓ Professional/Skill development

## 15 FPP - ABF SCALES:

- Leadership
- Go-Getter
- Diligence
- Innovation
- Determination
- Approachability
- Self-efficacy
- Self-confidence
- Positive Mindset
- Comfort with sharing cost and profits
- Management Skills
- Rule-abiding
- Community/Family Values
- Entrepreneurial Spirit
- Graph and Chart Reading

## Vitals

**No. of questions:** 140

**Question type:** Situational, self-report, skill testing

**Estimated completion time:** 45 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender)

**Validation Information:**

- Sample Size: 855
- Cronbach's Alpha: 0.94

**Purpose:** FPP - AbF evaluates how well a person's personality and attitudes fit the ideal franchisee profile for a fast-food restaurant.



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## Features

**Benchmarks:** Available (Franchisees from fast food industry)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

**Overall Score plus 15 scales, including:**

- **Leadership:** Ability to take charge and lead others effectively.
- **Comfort with sharing cost and profits:** Assesses whether an individual is willing to accept having to share profits with the parent company.
- **Self-efficacy:** Assesses whether an individual believes that he or she has what it takes to succeed.
- **Management Skills:** Extent to which a person possesses skills relevant to managing employees.
- **Rule-abiding:** Extent to which an individual is willing to adhere to the rules and regulations of the franchise.
- **Community/Family Values:** Extent to which community or family values take precedence in a person's life.
- **Entrepreneurial Spirit:** Assesses whether an individual has the desire and nose for business that is needed to flourish in this industry.
- **Graph and Chart Reading:** Assesses whether an individual is able to understand and extrapolate information from graphs and charts..

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# FPP - AbH (Franchisee Personality Profile - Abridged - hotel version)

## APPLICATION:

- ✓ Franchisee selection
- ✓ Professional/Skill development

## 25 FPP - ABH SCALES:

- Leading
- Staffing
- Adaptability
- Innovation
- Interest in Knowledge
- Conscientiousness
- Goal-orientation
- Passion
- Adherence to Rules
- Comfort with Sharing Costs and Profits
- Drive and Ambition
- Calculated Decision-making
- Risk-taking
- Approachability
- Communication Skills
- Cultural Sensitivity
- Optimism
- Community/Family Values
- Self-efficacy
- Need for Independence
- Need for Approval
- Status-Seeking
- Suitability for a Hotel Franchise
- Graphs & Charts
- Entrepreneurial Spirit

## Vitals

- No. of questions:** 171, plus additional (If applicable)
- Question type:** Situational, self-report, skill testing
- Estimated completion time:** 60 minutes
- Shorter versions of assessment:** N/A
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards; EEOC standards (gender)
- Validation Information:**
  - Sample Size: 855
  - Cronbach's Alpha: 0.93

## Features

- Benchmarks:** Available (Entrepreneurs)
- Interview Questions:** Available
- Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Franchisee Personality Type
- Advice

## Factors and Scales:

### Overall Score plus 6 factors and 25 scales:

- **Management Skills:** Extent to which a person possesses skills relevant to managing employees.
- **Comfort with Change:** Assesses whether an individual has what it takes to bounce back after unexpected changes
- **Work Ethic:** Assesses how hard and how carefully an individual works, as well as how driven he/she is to achieve success.
- **Calculated Risk-taking:** Extent to which a person takes calculated, considered risks.
- **People Skills:** Assesses whether a person possesses the skills to get along with others.
- **Self-Reliance:** Extent to which a person relies on himself/herself and acts independently of others.

**Purpose:** FPP - AbH evaluates how well a person's personality and attitudes fit the ideal franchisee profile for the hotel industry.



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# FPP - AbR (Franchisee Personality Profile - Abridged - restaurant version)

## APPLICATION:

- ✓ Franchisee selection
- ✓ Professional/Skill development

## 25 FPP - ABR SCALES:

- Leading
- Staffing
- Adaptability
- Innovation
- Interest in Knowledge
- Conscientiousness
- Goal-orientation
- Passion
- Adherence to Rules
- Comfort with Sharing Costs and Profits
- Drive and Ambition
- Calculated Decision-making
- Risk-taking
- Approachability
- Communication Skills
- Cultural Sensitivity
- Optimism
- Community/Family Values
- Self-efficacy
- Need for Independence
- Need for Approval
- Status-Seeking
- Suitability for a Restaurant Franchise
- Graphs & Charts
- Entrepreneurial Spirit

## Vitals

**No. of questions:** 174, plus additional (If applicable) **Question type:** Situational, self-report, skill testing

**Estimated completion time:** 60 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender)

**Validation Information:**

- Sample Size: 855
- Cronbach's Alpha: 0.93

## Features

**Benchmarks:** Available (Entrepreneurs)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Franchisee Personality Type
- Advice

## Factors and Scales:

### Overall Score plus 6 factors and 25 scales:

- **Management Skills:** Extent to which a person possesses skills relevant to managing employees.
- **Comfort with Change:** Assesses whether an individual has what it takes to bounce back after unexpected changes
- **Work Ethic:** Assesses how hard and how carefully an individual works, as well as how driven he/she is to achieve success.
- **Calculated Risk-taking:** Extent to which a person takes calculated, considered risks.
- **People Skills:** Assesses whether a person possesses the skills to get along with others.
- **Self-Reliance:** Extent to which a person relies on himself/herself and acts independently of others.

**Purpose:** FPP - AbR evaluates how well a person's personality and attitudes fit the ideal franchisee profile for the restaurant industry.



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## Vitals

**No. of questions:** 31

**Question type:** Self-report

**Estimated completion time:** 5 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 9,654
- Cronbach's Alpha: 0.91

**Purpose:** GSSA - R will evaluate whether a person's goal-related attitude and behavior are conducive to success.

### APPLICATION:

- ✓ Pre-employment

### 3 GSSA - R SCALES:

- Use of Goal-setting Techniques
- Self-efficacy
- Locus of Control

## Features

**Benchmarks:** (general population and 24 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

### Overall Score plus 3 scales:

- **Use of Goal-setting Techniques:** Adoption and utilization of solid strategies to help set and achieve goals.
- **Self-efficacy:** Belief that one has what it takes to not only set challenging goals but to follow through with them as well.
- **Locus of Control:** Assesses whether a person attributes the ability to achieve his or her goals to external or internal causes.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool/Professional development

## 17 HAPAP SCALES:

- Competitiveness
- Willingness to learn new skills
- Integrity
- Passion
- Time Management
- Neatness
- Physical Hardiness
- Stress Management
- Self-efficacy
- Social Skills
- Self-control
- Reliability
- Creative Problem-solving
- Self-motivation
- Networking
- Common Sense
- Entrepreneurial Spirit

# HAPAP (Hairstylist Aptitude Personality & Attitude Profile)

## Vitals

**No. of questions:** 79

**Question type:** Situational, self-report

**Estimated completion time:** 20 minutes

**Shorter versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, disability)

**Validation Information:**

- Sample Size: 1,943
- Cronbach's Alpha: 0.93

## Features

**Benchmarks:** Available (general population and Hairdressing industry)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

**Overall Score plus 17 scales, including:**

- **Competitiveness:** Degree to which an individual strives to be the best, and desires to distinguish himself/herself among colleagues/peers.
- **Willingness to Learn New Skills:** Willingness to stay on top of trends and update skill set if necessary.
- **Integrity:** Assesses whether a person is honorable or simply does and says things when it's to his/her advantage.
- **Passion:** Refers to enthusiasm for one's work.
- **Time Management:** Ability to use time available effectively and efficiently.
- **Neatness:** Ability to maintain a tidy and clean work environment.
- **Physical Hardiness:** Ability to withstand physically difficult tasks.
- **Stress Management:** Ability to cope with the ups and downs common in the hairdressing field.

**Purpose:** HAPAP will evaluate whether a person has the skills and traits to be successful in the Hairdressing field.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool/Professional development

## 7 HAPAP - AB SCALES:

- Perseverance
- Dependability
- Entrepreneurial Skills
- Integrity
- Organization
- Self-Control
- Comfort with realities of job

# HAPAP - Ab (Hairstylist Aptitude Personality & Attitude Profile - Abridged)

## Vitals

**No. of questions:** 57

**Question type:** Situational, self-report

**Estimated completion time:** 10 minutes

**Longer versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

### Validation Information:

- Sample Size: 1,942
- Cronbach's Alpha: 0.92

## Features

**Benchmarks:** Available (general population and Hairdressing industry)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 7 scales:

- **Perseverance:** Extent to which a person possesses a go-getter attitude when it comes to achieving goals.
- **Dependability:** Extent to which a person is reliable and can be depended on to behave in a professional manner.
- **Entrepreneurial Skills:** Assesses whether an individual possesses the level of innovation and business sense needed to flourish in this industry.
- **Integrity:** Assesses whether a person behaves in an honorable and respectable manner.
- **Organization:** Extent to which a person is neat and orderly.
- **Self-Control:** Ability to monitor and regulate emotions and behavior.
- **Comfort with realities of job:** Assesses whether a person is willing and able to cope with the ups and downs that are common in this field.

**Purpose:** The condensed HAPAP - Ab will evaluate whether a person has the skills and traits to be successful in the Hairdressing field.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool

## 15 ITAPAP - R SCALES:

- Meticulousness
- Concentration
- Prioritization
- Time Management
- Creative Problem-solving
- Attitude Towards Teamwork
- Team vs. Individual Preference
- Adaptability
- Patience
- Reaction to Stress
- Integrity
- Pattern Recognition
- Classification
- Analogies
- Logic

## Vitals

**No. of questions:** 133 plus additional (If applicable)

**Question type:** Situational, self-report, IQ

**Estimated completion time:** 60 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age)

**Validation Information:**

- Sample Size: 1,045
- Cronbach's Alpha: 0.92

## Features

**Benchmarks:** (general population and Computer Science industry)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

**Overall Score plus 3 factors, divided into 15 scales:**

- **1) Work Habits:** Ability to work efficiently and productively.
- **2) Work Attitudes:** Assesses whether a person's attitude towards work and duties.
- **3) Analytical Skills:** Assesses analytical reasoning skills.

**Purpose:** ITAPAP - R is designed to assess certain aspects of a person's work habits, attitude and skills that pertain to success in a career in the IT industry.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Personal development
- ✓ Leadership development
- ✓ Sales and customer service training

## 8 LCAST - R2 SCALES:

- Success Orientation
- Success Stability
- Failure Orientation
- Failure Stability
- Career or Academic-related Locus of Control
- Global Locus of Control
- Impact of Upbringing and Heredity
- Self-efficacy

## Vitals

**No. of questions:** 35

**Question type:** Situational, self-report

**Estimated completion time:** 10 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability, ethnicity<sup>1</sup>)

**Validation Information:**

- Sample Size: 55,053
- Cronbach's Alpha: 0.86

## Features

**Benchmarks:** Available (general population and 25 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

**Overall Score plus 8 scales, including:**

- **Success Orientation:** Assesses whether a person attributes success to internal factors (under one's control) or external factors (beyond one's control).
- **Success Stability:** Assesses whether a person attributes success to stable or unstable factors.
- **Failure Orientation:** Extent to which a person attributes failures to factors within one's control or factors beyond control.
- **Failure Stability:** Assesses whether a person attributes failure to stable or unstable forces.

**Purpose:** LCAST - R2 assesses whether a person believes that he or she has an impact on and can control what happens in his or her life, which can impact motivation, expectations, self-esteem, and risk-taking behavior.



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<sup>1</sup> Caucasians

outscored Middle Easterners on Impact of Upbringing and Heredity

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# LEAP - R2 (Leadership Potential Assessment - 2nd Revision)

## APPLICATION:

- ✓ Pre-employment
- ✓ Leadership development
- ✓ Training tool

## 15 LEAP - R2 SCALES:

- Delegating
- Giving Feedback
- Goal-setting
- Rewarding Performance
- Motivating
- Coaching
- Problem-solving
- Vision
- Collaboration
- Setting an Example
- Agreeableness
- Conscientiousness
- Open-mindedness
- Extroversion
- Emotional Stability

## Vitals

**No. of questions:** 100

**Question type:** Situational, self-report

**Estimated completion time:** 30 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability, ethnicity)

### Validation Information:

- Sample Size: 37,869
- Cronbach's Alpha: 0.95

## Features

**Benchmarks:** Available (general population and Managers)

**Interview Questions:** Available

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 3 factors, divided into 15 scales:

- **Transactional Leadership:** Ability to set clear guidelines for behavior, reward good performance and punish poor performance, provide feedback, and take a management role in assigning tasks to others.
- **Transformational Leadership:** Involves motivating and coaching employees, sharing a vision for the company or organization, problem-solving, decision-making, and setting an excellent example.
- **Leadership Potential:** Level of suitability for a leadership role.

**Purpose:** LEAP - R2 will determine whether a person possesses the personality traits that characterize good leaders, and evaluates the type of techniques he or she would utilize if given a leadership position.



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# LIQT - R2 (Logic IQ Test - 2nd Revision)

## Vitals

**No. of questions:** 20

**Question type:** Numerical and word problems

**Estimated completion time:** 35 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, ethnicity, disability)

**Validation Information:**

- Sample Size: 1,591
- Cronbach's Alpha: 0.83

## Features

**Benchmarks:** Available (general population)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Introduction
- IQ score, percentile score, and graph
- Detailed narrative interpretation
- Advice

**Purpose:** LIQT - R2 is designed to test logic and mathematical IQ. It will assess a person's ability to logically discern numerical patterns and to apply them to new contexts, to complete numerical computations, and to solve geometrical, mathematical and logic word problems.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Self-improvement

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# LiSI - R (Listening Skills Inventory - Revised)

## Vitals

**No. of questions:** 54

**Question type:** Situational, self-report

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 23,220
- Cronbach's Alpha: 0.91

## Features

**Benchmarks:** Available (general population and 33 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

**Overall Score plus 2 factors, divided into 7 scales:**

- **Physical Attentiveness:** Use of verbal and non-verbal language to indicate attentiveness.
- **Mental Attentiveness:** Mentally "tuning-in" to a speaker, and being willing and able to offer undivided attention.
- **External Distractions:** Ability to pay attention despite background noise.
- **Conversation Flow:** Tendency to interrupt or otherwise disrupt conversation flow.
- **Speaker to Listener Transition:** Level of comfort with being the listener rather than speaker.
- **Body Language:** Use of body language to convey interest and attentiveness.
- **Internal Distractions:** Ability to pay attention despite internal conflict.
- **Attention Span:** Ability to pay attention to a speaker for an extended period of time.
- **Hearing a Person Out:** Ability to listen with an open mind.

**Purpose:** LiSI - R will assess how attentive a person is to a speaker, and whether he or she is an active participant in the listening process.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Professional/Skills development

### 7 LISI - R SCALES:

- External Distractions
- Conversation Flow
- Speaker to Listener Transition
- Body Language
- Internal Distractions
- Attention Span
- Hearing a Person Out

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# MANSSA - R4 (Management Skills and Styles Assessment - 4th Revision)

## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Leadership development

## 68 MANSSA - R4 SCALES:

- Conceptual Skills
- Vision
- Big Picture Focus
- Goal Setting
- Problem Solving
- Brainstorming Knowledge
- Decision-making Skills
- Info. Gathering & Analysis
- Systematic Decision-making
- Decision-making Confidence
- Analytical Reasoning
- Business Skills
- Comfort with Ambiguity
- Innovative Mindset
- Comfort with Risk-taking
- Calculated Risk-taking
- Nose for Opportunity
- Adaptability
- Negotiating Ability
- Presentation Skills
- Technical Skills
- Organizational Skills
- Time Management
- Prioritizing
- Project Management
- Quality Control
- Setting Performance Standards
- Monitoring Employee Performance
- Measuring/Evaluating Results
- Recruitment and Hiring
- Building Effective Teams
- Training
- Onboarding
- Succession Planning
- Authoritativeness
- Managerial Courage
- Comfort with Authority
- Proactive Approach
- Drive
- Inspiring
- Dedication/Commitment
- Steadiness
- Reliability
- Openness to Improvement
- Healthy Perfectionism
- Customer Service
- Charisma
- Positive Mindset
- Sense of Control Over Success
- Passion
- Corporate Citizenship
- Ethics/Values
- Coaching
- Motivating
- Rewarding Performance
- Giving Praise
- Resilience
- Soft Skills
- Managing Diversity
- Communication Skills
- Listening Skills
- Social Skills
- Social Insight Ability
- Empathy
- Conflict Management
- Patience
- Self-Monitoring
- Approachability

## Vitals

**No. of questions:** 391

**Question type:** Situational, self-report, skill testing

**Estimated completion time:** 160 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age)

**Validation Information:**

- Sample Size: 900
- Cronbach's Alpha: 0.98

## Features

**Benchmarks:** Available (general population and Managers)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Managerial Type
- Delegating Type
- Impression Management
- Advice

## Factors and Scales:

**Overall Score plus 5 factors, divided into 68 scales:**

- **Planning:** Determining the organization's direction.
- **Organizing:** Execution of plans.
- **Controlling:** Assessing progress and ensuring that plans and goals are unfolding effectively.
- **Staffing & HR Functions:** Duties that revolve around putting together a productive staff.
- **Leading:** Guiding and bringing out the best in others.

**Purpose:** MANSSA - R4 is an in-depth assessment that evaluates a person's managerial potential. This all-encompassing test covers over 60 competencies, traits, and skills.



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# MANSSA - R4 - Ab (Management Skills and Styles Assessment - 4th Revision - Abridged)

## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Leadership development

## 35 MANSSA - R4 - AB SCALES:

- Goal Setting
- Information Gathering & Analysis
- Problem Solving
- Organization Skills
- Proactive Approach
- Monitoring Employee Performance
- Measuring/Evaluating Results
- Project Management
- Recruitment & Hiring
- Building Effective Teams
- Training & Onboarding
- Succession Planning
- Coaching & Mentoring
- Rewarding Performance
- Fairness
- Supportiveness
- Managing Diversity
- Managerial Courage
- Charisma
- Innovative Mindset
- Calculated Risk-taking
- Negotiating Ability
- Customer Focus
- Integrity & Ethics
- Communication Skills
- Listening Skills
- Social Insight
- Conflict Management
- Patience
- Approachability
- Accountability
- Change Management
- Drive
- Positive Mindset
- Steady Effort

## Vitals

**No. of questions:** 235

**Question type:** Self-assessment, situational, skill testing

**Estimated completion time:** 85 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 1,734
- Cronbach's Alpha: 0.98

## Features

**Benchmarks:** Available (general population, managers)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Managerial Style
- Delegation Style
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

**Overall Score plus 6 factors, divided into 35 scales:**

- **Planning, Organizing, & Controlling:** Assesses whether a person possesses the ability to determine an organization's direction, execute plans, and ensure their success.
- **Staffing & HR Functions:** Assesses duties that revolve around putting together a productive staff.
- **Leading:** Assesses the ability to guide and bring out the best in others.
- **Business Skills:** Assesses skills that are conducive to running a business effectively.
- **Soft Skills & Teamwork:** Assesses how a person handles social situations and working with others.
- **Intrapersonal Skills:** Assesses personal skills and qualities that enhance a person's ability to adapt to a managerial position.

**Purpose:** MANSSA - R4 - Ab is condensed test that is designed to assess key traits that are linked to managerial ability.



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# MEIQ - HR - R3 (Multidimensional Emotional Intelligence Quotient - Human Resources Version - 3rd Revision)

## APPLICATION:

- ✓ Pre-employment
- ✓ Team building
- ✓ Leadership development
- ✓ Sales and customer service training
- ✓ Personnel development

## 20 MEIQ - HR SCALES:

- Adaptable Social Skills
- Awareness of Strengths and Limitations
- Comfort with Emotions
- Conflict-Resolution Knowledge
- Conflict-Resolution Behavior
- Coping Skills
- Emotional Conceptualization
- Emotional Reflection
- Emotional Selectivity
- Emotional Self-awareness
- Empathy
- Positive Mindset
- Problem Solving
- Recognition of Others' Emotions
- Resilience/Hardiness
- Rumination
- Emotional Regulation
- Self-Motivation
- Social Insight
- Striving

## Vitals

**No. of questions:** 123

**Question type:** Situational, self-report, skill testing

**Estimated completion time:** 65 minutes

**Shorter version of assessment available:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 34,870
- Cronbach's Alpha: 0.94

## Features

**Benchmarks:** Available (general population and 35 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

**360 Version:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

**Overall Score plus 4 factors, broken down into 20 scales:**

- **Emotional Identification, Perception, and Expression:** Capacity to identify emotions in oneself and recognize them in others.
- **Emotional Facilitation of Thought:** Ability and willingness to use feelings constructively and to let them guide you.
- **Emotional Understanding:** Ability to understand emotions, understand others, and use that knowledge productively.
- **Emotional Management:** Assesses the ability to manage oneself in a variety of circumstances as well as the willingness to grow and improve.

**Purpose:** An emotionally intelligent employee and/or manager can be an asset in any company and field. MEIQ - HR - R3 is an emotional IQ test that is designed for hiring and skill development purposes.



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# MIT - R (Multidimensional Intelligence Test - Revised)

## Vitals

**No. of questions:** 109

**Question type:** Numerical, verbal, image-based

**Estimated completion time:** 90 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (age, disability)

**Validation Information:**

- Sample Size: 9,454
- Cronbach's Alpha: 0.94

## Features

**Benchmarks:** Available (general population and 9 education levels)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

**Overall IQ Score plus 2 factors, divided into 12 scales:**

- **Fluid Intelligence:** Assesses the capacity to learn and analyze new information.
- **Crystallized Intelligence** Assesses accumulated and retained knowledge.

**Purpose:** MIT - R measures several factors of intelligence, namely logical reasoning, math skills, language abilities, spatial relations skills, knowledge retained and the ability to solve novel problems.



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### APPLICATION:

- ✓ Self-improvement
- ✓ Skill development
- ✓ Pre-employment
- ✓ Research

### 12 MIT - R SCALES:

- Spatial
- Matrices
- 2D-3D Images
- Logical
- Arguments
- Puzzles
- Verbal
- Vocabulary
- Analogies
- Numerical
- Arithmetic
- Graphs & Charts

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# MVIT - R (Multidimensional Verbal Intelligence Test - Revised)

## APPLICATION:

- ✓ Educational research
- ✓ Skill development
- ✓ Pre-employment

## 6 MVIT - R SCALES:

- Vocabulary
- Definitions
- Antonyms
- Sentence Completions
- Analogies
- Reading Comprehension

## Vitals

**No. of questions:** 60

**Question type:** Vocabulary, analogies, word puzzles

**Estimated completion time:** 35 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

### Validation Information:

- Sample Size: 8,600
- Cronbach's Alpha: 0.93

## Features

**Benchmarks:** Available (general population and 34 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

### Overall Score plus 6 scales:

- **Vocabulary:** Overall word knowledge and verbal fluency.
- **Definitions:** Ability to identify the correct meaning of a given word.
- **Antonyms:** Ability to identify the word or phrase that is closest in meaning to the given word.
- **Sentence Completions:** Ability to fill in the appropriate missing word or words in a sentence.
- **Analogies:** Ability to understand the connection between two words and extrapolate this relationship to other pairs of words.
- **Reading Comprehension:** Ability to understand the content of written text and draw conclusions based on the relevant information.

**Purpose:** MVIT - R assesses different aspects of verbal intelligence. Please note: This assessment is meant for people whose first language is English.



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# NAP (Negotiation Aptitude Profile)

## Vitals

**No. of questions:** 186

**Question type:** Situational, self-report, memory, mental speed

**Estimated completion time:** 60 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 3,195
- Cronbach's Alpha: 0.94

## Features

**Benchmarks:** Available (general population and 51 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Negotiation Personality Type
- Advice

## Factors and Scales:

**Overall Score plus 6 factors, divided into 28 scales:**

- **Memory Skills:** Ability to memorize and recall important details/information.
- **Self-control:** Ability to monitor and regulate emotions and behavior.
- **People Skills:** Ability to effectively relate to and deal with others.
- **Agreeableness:** Refers to overall good-naturedness and likeability.
- **Cognitive Acuity:** Ability to learn quickly and apply knowledge effectively.
- **Knowledge of the Negotiation Process:** Assesses understanding of steps in the negotiation process.

**Purpose:** NAP will assess whether a person has a knack for deal-making in the business world.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Skill development

### 28 NAP SCALES:

- Memory for Faces
- Memory for Names
- Stress Management
- Patience
- Anger Control
- Perspective
- Self-monitoring
- Communication Skills
- Listening Skills
- Social Skills
- Persuasiveness
- Conflict-resolution Skills
- Assertiveness
- Networking Skills
- Social Insight
- Empathy
- Flexibility
- Willingness to Withhold Judgment
- Integrity
- Use of "Dirty Tactics"
- Mental Speed
- Problem-solving Skills
- Knowledge of Negotiation Tactics
- Knowledge of Negotiation Principles/Terminology
- Preparation and Planning
- Clarification and Justification
- Bargaining and Problem-solving
- Closure and Implementation

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## APPLICATION:

- ✓ Pre-employment
- ✓ Training
- ✓ Professional Development

## 30 NAPA - R SCALES:

- Altruism/Helpfulness
- Empathy/Compassion
- Cooperativeness
- Desire to Learn
- Ability to deal with structure
- Honesty/Integrity
- Social Insight
- Communication Skills
- Listening Skills
- Agreeableness/Warmth
- Building Rapport and Trust
- Conflict-Resolution Skills
- Discretion
- Self-Control
- Hardy Personality
- Fortitude
- Adaptability
- Dealing with physicality of job
- Coping and Stress Management
- Tolerance/Patience
- Dependability
- Diligence
- Organization Skills
- Attention to Detail
- Orderliness
- Efficiency
- Accountability
- Reading Comprehension
- Arithmetic
- Compliance

## Vitals

**No. of questions:** 265

**Question type:** Self-assessment, situational, multiple choice

**Estimated completion time:** 85 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability<sup>1</sup>)

### Validation Information:

- Sample Size: 784
- Cronbach's Alpha: 0.97

## Features

**Benchmarks:** Available (general population, nurses)

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Customized advice
- Impression Management

## Factors and Scales:

### Overall Score plus 5 factors, divided into 30 scales:

- **Nursing Value System:** Encompasses a group of skills/traits that are essential to a fulfilling nursing career.
- **Customer Orientation:** Encompasses a group of traits/skills that are required to provide the best care possible to patients.
- **Psychological Strength:** Ability to deal with the trials and tribulations that are common in nursing.
- **Conscientiousness:** Encompasses skills required to be a productive and careful worker.
- **Mental Aptitude:** Assesses essential competencies that are required in the day-to-day functioning of nurses.

**Purpose:** Nursing is one of the most physically, emotionally, and psychologically demanding fields - but it also has the potential to be very rewarding, both on a personal and altruistic level. NAPA - R assesses whether a person has the traits needed to succeed in nursing.



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<sup>1</sup> Non-disabled group outscored the disabled group on Arithmetic

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# NVIQT - R2 (Non-verbal IQ Test - 2nd Revision)

## Vitals

**No. of questions:** 20

**Question type:** Image-based

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards<sup>1</sup>

(gender, age, disability)

**Validation Information:**

- Sample Size: 9,954
- Cronbach's Alpha: 0.77

## Features

**Benchmarks:** Available (general population and 32 industries)

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- IQ score, percentile score, and graph
- Detailed narrative interpretation
- Advice

**Purpose:** NVIQT - R2 measures a person's intellectual ability. It is designed to test IQ while minimizing cultural or educational biases by using image-based questions.



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<sup>1</sup> Blacks scored

lower than Caucasians, Middle Easterners, and "Other" ethnicity

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### APPLICATION:

- ✓ Educational research
- ✓ Pre-employment

# ORSKIT - R (Organization Skills Test - Revised)

## Vitals

**No. of questions:** 52

**Question type:** Situational, self-report

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age)

**Validation Information:**

- Sample Size: 619
- Cronbach's Alpha: 0.94

## Features

**Benchmarks:** Available (general population and 10 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

**Overall Score plus 5 scales:**

- **Cognitive Organization:** Ability to understand others and express one's thoughts clearly.
- **Strategies:** Assesses whether a person uses strategies or techniques in order to stay organized.
- **Neatness:** Assesses ability to maintain a tidy environment.
- **Time Management:** Ability to use time efficiently in order to complete tasks and accomplish goals.
- **Self-motivation:** Assesses ability to create incentive from within, to stick to a task and accomplish goals.

**Purpose:** ORSKIT - R will assess how well developed a person's organization skills are in terms of time management, neatness, self-motivation, cognitive organization and organization strategies.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Skills development

### 5 ORSKIT - R SCALES:

- Cognitive Organization
- Strategies
- Neatness
- Time Management
- Self-motivation

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# RESALE - R (Retail Sales Evaluation - Revised)

## Vitals

**No. of questions:** 119

**Question type:** Situational, self-report

**Estimated completion time:** 50 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards EEOC standards (gender, age)

**Validation Information:**

- Sample Size: 888
- Cronbach's Alpha: 0.96

## Features

**Benchmarks:** Available (general population and Retail workers)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Impression Management
- Strengths and Limitations
- Advice

## Factors and Scales:

**Overall Score plus 4 factors, divided into 16 scales:**

- **Work Attitudes:** Evaluates work approach and ability to comport oneself in an appropriate fashion.
- **Interpersonal Skills:** Evaluates effectiveness and appropriateness of a person's people skills.
- **Organizational Skills:** Evaluates skills necessary to maintain a neat work environment and manage time efficiently.
- **Psychological Strength:** Assesses the ability to stay mentally tough and composed in the face of difficulties.

**Purpose:** RESALE - R assesses whether the personality traits and abilities a person possesses match those required to be a successful retail salesperson.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Skills development

### 16 RESALE - R SCALES:

- Positive Attitude Toward Teamwork
- Comfort with Routine
- Comfort with Authority
- Drive to Succeed
- Comfort with Pressure Sales Tactics
- Integrity
- Communication Skills
- Salemanship
- Agreeableness
- Conflict Resolution
- Time Management
- Neatness
- Meticulousness
- Stress Management
- Self-Control
- Assertiveness with Clients

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## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Accident prevention programs
- ✓ Employee management

## 6 RISKTA - R SCALES:

- Sensation-seeking
- Harm-avoidance
- Conscientiousness
- Locus of Control
- Comfort with Ambiguity
- Reward Orientation

# RiskTA - R (Risk-taking Assessment - Revised)

## Vitals

**No. of questions:** 54

**Question type:** Self-report, situational

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 7,459
- Cronbach's Alpha range: 0.89

## Features

**Benchmarks:** Available (general population and 24 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary with Risk-taking Style
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

### Overall Score plus 6 scales:

- **Sensation-seeking:** Assesses the degree to which a person has a desire for novel and exciting experiences.
- **Harm-avoidance:** Extent to which a person steers clear of negative/harmful consequences.
- **Conscientiousness:** Assesses the degree to which a person is rule-abiding, careful, responsible, and less likely to take unwise and dangerous risks.
- **Locus of Control:** Assesses the degree to which a person believes he or she has control over what happens in his/her life.
- **Comfort with Ambiguity:** Assesses the degree to which a person is comfortable dealing with the uncertainty involved in risk-taking.
- **Reward Orientation:** Extent to which a person is more likely to take risks if there is a potential for payoff.

**Purpose:** RiskTA - R is designed to determine a person's level of comfort with risk-taking, and how it could affect his or her career.



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# RWAA (Remote Worker Aptitude Assessment)

## Vitals

**No. of questions:** 170  
**Question type:** Self-assessment, situational  
**Estimated completion time:** 60-75 minutes  
**Shorter versions of assessment:** N/A  
**Recommended age level:** 18+  
**Qualification Level:** Class A  
**Compliance:** APA standards  
**Validation Information:**

- Sample Size: 613
- Cronbach's Alpha range: 0.81 to 0.96
- Validation study is ongoing

## Features

**Benchmarks:** Available  
**Interview Questions:** Available  
**Group Comparisons:** Available

## Report Includes:

- Overall suitability for remote work
- Introduction
- Graphs
- Detailed narrative interpretation
- Reasons for wanting to work remotely (if applicable)
- Strengths and Development Areas
- Custom advice
- Impression Management

## Factors and Scales:

### Overall Score plus 3 factors and 23 scales:

- **Remote Work Skills:** Assesses whether a person possesses the skills needed to be an effective and productive remote worker. This factor is broken down into the following scales: Organization, Time Management, Focus, Goal-Setting, Initiative & Proactivity, Stress Management, Self-Motivation, Adaptability, Communication Skills, and Self-Discipline.
- **Remote Work Traits:** Assesses whether a person possess the necessary traits to be a self-sufficient, conscientious, and scrupulous remote worker. This factor is broken down into the following scales: Reliability, Rule-Following, Honesty / Integrity, Accountability, Autonomy, Comfort with Decision-making, Self-Awareness, Tolerance for Ambiguity, Tolerance for Social Isolation, and Desire to Work Remotely.
- **Remote Work Hindrances:** Assesses whether there are any impediments that can impact a person's ability to thrive in a remote work environment. This factor is broken down into the following scales: Procrastination, Need for Approval, and Need for Stimulation / Entertainment.

**Purpose:** RWAA is designed to determine whether a person is suited for remote work in terms of personality, attitude, and conduct.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Professional development

### 24 RWAA SCALES:

- Organization
- Time Management
- Focus
- Goal-Setting
- Initiative & Proactivity
- Stress Management
- Self-Motivation
- Adaptability
- Communication Skills
- Self-Discipline
- Reliability
- Rule-Following
- Honesty / Integrity
- Accountability
- Autonomy
- Comfort with Decision-making
- Self-Awareness
- Tolerance for Ambiguity
- Tolerance for Social Isolation
- Desire to work remotely
- Procrastination
- Need for Approval
- Need for Stimulation / Entertainment
- Impression Management

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# SCRT - R (Sensitivity to Criticism Test - Revised)

## Vitals

**No. of questions:** 60

**Question type:** Situational, self-report

**Estimated completion time:** 20 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability, ethnicity)

**Validation Information:**

- Sample Size: 3,664
- Cronbach's Alpha: 0.94

## Features

**Benchmarks:** Available (general population and 21 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

**Overall Score plus 6 scales:**

- **External Cognitive Reactions:** Personal thoughts directed toward the critic and critique.
- **Internal Cognitive Reactions:** Personal thoughts directed toward self.
- **Other-Directed Emotional Reactions:** Feelings directed toward the critic and the critique.
- **Internally-Directed Emotional Reactions:** Feelings directed toward self.
- **Overt Behavioral Reactions:** Outright reactions directed toward the critic during and after criticism delivery.
- **Covert Behavioral Reactions:** Indirect reactions toward critic and criticism after feedback is delivered.

**Purpose:** SCRT - R will assess whether an individual becomes defensive in response to constructive feedback.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Professional and personal development

### 6 SCRT - R SCALES:

- External Cognitive Reactions
- Internal Cognitive Reactions
- Other-Directed Emotional Reactions
- Internally-Directed Emotional Reactions
- Overt Behavioral Reactions
- Covert Behavioral Reactions

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## APPLICATION:

- ✓ Personal development
- ✓ Therapy and counseling

## 8 SEA - R2 SCALES:

- Feelings of Inadequacy
- Sense of Self-worth
- Need for Approval
- Unrealistic Self-Expectations
- Sense of Social Acceptance
- Narcissism
- Defensiveness
- Self-Deception

# SEA - R2 (Self-Esteem Assessment - 2nd Revision)

## Vitals

**No. of questions:** 79

**Question type:** Self-report

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (N/A)

### Validation Information:

- Sample Size: 12,920
- Cronbach's Alpha: 0.96

## Features

**Benchmarks:** Available (general population and 29 industries)

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

### Overall Score plus 8 scales:

- **Feelings of Inadequacy:** Tendency to doubt oneself and/or one's capabilities.
- **Sense of Self-worth:** Assesses whether a person values himself/herself and believes he/she deserves appreciation and respect.
- **Need for Approval:** Assesses whether a person has the tendency to require and seek out approval from others.
- **Unrealistic Self-Expectations:** Assesses whether a person has the tendency to set high and impractical expectations.
- **Sense of Social Acceptance:** Assesses whether a person feels a sense of belonging within his/her social network.
- **Narcissism:** Assesses whether a person exhibits a sense of superiority as well as an excessive need for admiration.
- **Defensiveness:** Assesses whether a person has the tendency to get upset or angry when personal faults are exposed or criticized.
- **Self-Deception:** Assesses whether a person has the tendency to hold positively-biased truths about himself/herself.

**Purpose:** SEA - R2 is designed to evaluate an individual's general level of self-esteem and assesses whether his or her self-image could use some improvement.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Skills development

## 7 SGCT - R SCALES:

- Self-Control
- Integrity
- Authoritativeness
- Alertness
- Comfort with Risk-taking
- Calculated Risk-taking
- Ability to assess situations

# SGCT - R (Security Guard Career Test - Revised)

## Vitals

**No. of questions:** 61

**Question type:** Situational, self-report

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 1,419
- Cronbach's Alpha: 0.91

## Features

**Benchmarks:** Available (general population and Security Guards)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 7 scales:

- **Self-Control:** Ability to monitor and regulate behavior.
- **Integrity:** Assesses whether a person is likely to behave in an honest and honorable manner.
- **Authoritativeness:** Ability to take charge firmly and effectively.
- **Alertness:** Assesses whether a person is observant and attentive.
- **Comfort with Risk-taking:** Assesses extent to which an individual is comfortable with risk-taking.
- **Calculated Risk-taking:** Assesses the extent to which an individual would be a calculated versus reckless risk-taker.
- **Ability to assess situations:** Ability to evaluate a situation in order to determine the most appropriate action.

**Purpose:** SGCT - R assesses whether the personality traits and abilities a person possesses match those required to succeed in a career in security.



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# SIQT - R2 (Spatial IQ Test – 2nd Revision)

## Vitals

**No. of questions:** 10

**Question type:** Image-based

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards  
(gender, age, disability)

**Validation Information:**

- Sample Size: 51,379
- Cronbach's Alpha: 0.46

## Features

**Benchmarks:** Available (general population and 35 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Introduction
- IQ score, percentile score, and graph
- Detailed narrative interpretation
- Advice

**Purpose:** SIQT - R2 assesses a person's ability to mentally manipulate 3D objects.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Skill development

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## Vitals

**No. of questions:** 44

**Question type:** Self-report

**Estimated completion time:** 10 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 1,045
- Cronbach's Alpha: 0.92

## Features

**Benchmarks:** Available (general population and 25 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

### Overall Score plus 6 scales:

- **Fear of Success/Success Avoidance:** Assesses whether a person has the tendency to walk away from opportunity, and the degree to which he/she fears the potential repercussions of success.
- **Fear of social consequences of success:** Assesses whether a person fears other people's potential reactions to his/her success.
- **Fear of Failure:** Assesses attitude towards failure and the degree to which a person fears the potential consequences of it.
- **Drive/Ambition:** Assesses whether a person sets goals for himself/herself and has the determination and willingness to achieve success.
- **Self-esteem:** Assesses whether a person believes in himself/herself and in his/her abilities.
- **Sense of control over success potential:** Assesses whether a person attributes success to internal or external forces.

**Purpose:** SLPro - R2 will assess whether there are any potential psychological obstacles that could limit an individual's likelihood for success.



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### APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Professional and personal development

### 6 SLPRO - R2 SCALES:

- Fear of Success/Success Avoidance
- Fear of social consequences of success
- Fear of Failure
- Drive/Ambition
- Self-esteem
- Sense of control over success potential

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# SMAPAP (Store Manager Aptitude Personality & Attitude Profile)

## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Leadership development

## 14 SMAPAP SCALES:

- Adherence to Rules
- Approachability
- Communication
- Conscientiousness
- Cultural Sensitivity
- Goal Orientation
- Go-Getting
- Innovation
- Leading
- Logical Thinking
- Organizing
- Salesmanship
- Self-efficacy
- Staffing

## Vitals

**No. of questions:** 127

**Question type:** Situational, self-report, knowledge/skill testing, logic

**Estimated completion time:** 40 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 1,250
- Cronbach's Alpha: 0.95

## Features

**Benchmarks:** Available (general population and Store Managers)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Store Manager Personality Type
- Advice

## Factors and Scales:

**Overall Score plus 14 scales, including:**

- **Adherence to Rules:** Extent to which a person is willing to adhere to the rules and regulations of the organization.
- **Approachability:** Determines whether the demeanor a person displays is one that is inviting and friendly, or intimidating and standoffish.
- **Communication:** Ability to read social cues, communicate clearly with others, and listen actively rather than passively.
- **Conscientiousness:** Measures level of organization, reliability, meticulousness, and discipline.
- **Cultural Sensitivity:** Assesses understanding and handling of issues concerning cultural sensitivity.
- **Goal Orientation:** Measures level of motivation and focus.
- **Go-Getting:** Measures level of motivation and focus.

**Purpose:** SMAPAP will assess whether a person has the unique blend of skills and traits needed to succeed as a store manager.



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# SPPP - R4 (Salesperson Personality Profile - 4th Revision)

## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool

## 36 SPPP - R4 SCALES:

- Comfort with Public Speaking
- Comfort with Risk-taking
- Comfort with Decision-making
- Comfort with Criticism/ Rejection
- Confidence
- Adaptability
- Assertiveness
- Communication Skills
- Persuasiveness
- Networking Skills
- Goal Orientation
- Initiative
- Energy
- Research Skills
- Problem-Solving Skills
- Competitiveness
- Emotional Intelligence
- Sales Technique Knowledge
- Neatness
- Time Management Skills
- Meticulousness
- Listening Skills
- Integrity
- Emotional Control
- Helpfulness
- Memory for Names
- Memory for Physical Details
- Memory for Personal Details
- Canned Presentation Style vs. Free-flowing Presentation Style
- Consultative Selling
- Relationship Building
- Resolving Objectives
- Negotiating
- Questioning Skills
- Positioning
- Getting Referrals

## Vitals

**No. of questions:** 180

**Question type:** Situational, self-report, memory, skill testing, image based

**Estimated completion time:** 65 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, ethnicity)

**Validation Information:**

- Sample Size: 1,247
- Cronbach's Alpha: 0.96

## Features

**Benchmarks:** Available (general population and Salespeople)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Sales Approach Personality Type
- Sales Presentation Personality Type
- Impression Management
- Advice

## Factors and Scales:

**Overall Score plus 5 factors and 36 scales:**

- **Self-efficacy:** Assesses whether a person believes he or she has what it takes to succeed.
- **Sales Aptitude:** Assesses key traits and skills that could improve a person's chances for success in the sales field.
- **Conscientiousness:** Assesses whether a person is organized, efficient, and detail oriented.
- **Cooperativeness:** Assesses whether a person has an amiable disposition.
- **Memory Skills:** Ability to memorize and recall information, including names, physical details, and personal details.

**Purpose:** SPPP - R4 is designed to assess aspects of a person's personality and skills that could help him or her land a successful career in sales.



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# SPSA - R (Social Personality & Skills Assessment - Revised)

## APPLICATION:

- ✓ Pre-employment
- ✓ Personal & professional development
- ✓ Team building
- ✓ Leadership development
- ✓ Sales and customer service training

## 7 SPSA - R SCALES:

- Communication Skills
- Body Language
- Conflict Resolution Skills
- Relationship Skills
- Social Insight
- Social Behavior
- Social Comfort

## Vitals

**No. of questions:** 75

**Question type:** Situational, self-report

**Estimated completion time:** 25 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, ethnicity)

**Validation Information:**

- Sample Size: 9,041
- Cronbach's Alpha: 0.90

## Features

**Benchmarks:** Available (general population and 32 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

## Factors and Scales:

**Overall Score plus 7 scales:**

- **Communication Skills:** Ability to converse with others in a clear and concise manner.
- **Body Language:** Assesses whether a person's body language hinders or helps during interactions with others.
- **Conflict Resolution Skills:** Ability to resolve conflict effectively and appropriately.
- **Relationship Skills:** Assesses whether a person possesses the knowledge of what it takes to maintain positive relationships with others.
- **Social Insight:** Assesses whether a person picks up on social cues and interacts with others in a sensitive manner.
- **Social Behavior:** Assesses whether a person conducts himself/herself in social situations in a mature and professional manner.
- **Social Comfort:** Assesses a person's level of comfort in social situations.

**Purpose:** SPSA - R will assess whether a person's social skills are helping or hindering his or her interactions with others.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Professional development

## 28 TEACHAT - R2 SCALES:

- Adaptive Teaching Style
- Improvisational Skills
- Charisma
- Motivating Others
- Open-mindedness
- Organization
- Self-Motivation
- Stress Tolerance
- Willingness to Learn
- Authoritativeness
- Demandingness
- Dedication
- Dependability
- Empathy & Social Insight
- Giving Feedback
- Helpfulness
- Integrity
- Setting a good example
- Agreeableness
- Conflict-Resolution Skills
- Listening Skills
- Emotional Regulation
- Comfort with public speaking
- Communication Skills
- Resilience
- Self-Confidence
  - Overt Self-Confidence
  - Covert Self-Confidence
- Virtual Teaching Skills

## Vitals

- No. of questions:** 213
- Question type:** Self-assessment, situational
- Estimated completion time:** 60-90 minutes
- Shorter versions of assessment:** N/A
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
  - Sample Size: 1,480
  - Cronbach's Alpha: 0.97

## Features

- Benchmarks:** Coming soon
- Interview Questions:** Available
- Group Comparisons:** Available

## Report Includes:

- Teaching Style typology
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

### Overall Score plus 4 factors, divided into 28 scales:

- **Inspiring:** Ability to influence others in a positive way.
- **Engaged & Committed:** Degree to which a person is passionate about his or her job.
- **People Skills:** Capacity to deal with people productively and deftly.
- **Poise:** Degree to which a person displays a professional and composed bearing.

**Purpose:** TeachAT - R2 is designed to assess whether a person has the necessary skills and personality to be a capable and productive teacher.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Team building

## KEY TEAMWORK COMPETENCIES:

- Group Interaction Skills
- Conflict Resolution Skills
- Team Problem-solving
- Interpersonal Skills
- Team Management Ability
- Goal-setting
- Planning and Coordination with Teammates
- Teamwork Orientation

## TEAM ROLES:

- Thinker
- Networker
- Peacemaker
- Brainstormer
- Team Worker
- Verifier
- Cheerleader
- Go-getter
- Coordinator
- Questioner

# TEAMRP (Team Role Profiler)

## Vitals

**No. of questions:** 43

**Question type:** Self-assessment, situational, multiple choice

**Estimated completion time:** 10 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability, ethnicity)

### Validation Information:

- Sample Size: 15,401
- Cronbach's Alpha: 0.59 to 0.80

## Features

**Benchmarks:** Available (general population and 25 industries)

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Dominant and Potential Team Roles
- Customized advice

## Factors and Scales:

**Two main factors, divided into 18 scales:**

- **Key Teamwork Competencies:** Encompasses different personality traits and skills that are conducive to productivity and harmony in a group setting.
- **Team Roles:** A list of the team roles that a person is most likely to take on when working in a group setting.

**Purpose:** Putting together the perfect team is a matter of finding people with complementary strengths. TEAMRP is designed to assess a person's aptitude for teamwork, and identifies the type of role(s) he or she is best suited for.



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# TIME - R (Time Management Evaluation - Revised)

## Vitals

**No. of questions:** 31

**Question type:** Self-report

**Estimated completion time:** 5 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 681
- Cronbach's Alpha: 0.91

**Purpose:** TIME - R will assess whether an individual employs effective time management strategies and habits, and how his or her approach may be helping or hindering his or her work performance.

### APPLICATION:

- ✓ Pre-employment
- ✓ Training tool

### 3 TIME - R SCALES:

- Efficiency
- Diligence
- Organization

## Features

**Benchmarks:** Available (general population and 26 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

### Factors and Scales:

#### Overall Score plus 3 scales:

- **Efficiency:** Assesses whether a person is able to use time productively, and whether he/she has a tendency to employ time-saving techniques.
- **Diligence:** Assesses whether a person perseveres in the face of distraction, or whether he/she has a tendency to procrastinate.
- **Organization:** Assesses whether a person is able to maintain an orderly work environment and tends to approach tasks in a systematic manner.



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# TIOT - R2 (Team vs. Individual Orientation Test - 2nd Revision)

## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool
- ✓ Team building

## 15 TIOT - R2 SCALES:

- Interpersonal Discomfort
- Feeling Inferior
- Fear of Accountability
- Unwillingness to depend on others
- Issues with consulting others
- Fear of Criticism
- Having to adjust for the group
- Loss of Control
- Concern about being held back
- Not getting due credit
- Unfair Workload
- Meeting the need to communicate
- Issues with listening to team members
- Fear of speaking up in front of group
- Worry about unclear roles

## Vitals

**No. of questions:** 86

**Question type:** Situational, self-report

**Estimated completion time:** 25 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 18,868
- Cronbach's Alpha : 0.95

## Features

**Benchmarks:** Available (general population and 35 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- List of major and minor teamwork concerns
- Advice

## Factors and Scales:

**Overall Score plus 5 factors, divided into 15 scales:**

- **Self-Confidence:** Assesses teamwork concerns related to a lack of self-confidence.
- **Peer Confidence:** Assesses concerns about having to trust and depend on teammates.
- **Need to Compromise:** Assesses concerns about having to compromise personal goals and work style, or sacrifice individual credit when working in a group.
- **Unfairness:** Assesses concerns about unfairness during group work.
- **Communication Issues:** Assesses concerns about having to interact with others.

**Purpose:** TIOT - R2 will assess a person's work orientation, along with some possible reasons why he or she leans towards this preference.



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# TMAT - R (Telemarketing Agent Test - Revised)

## Vitals

**No. of questions:** 177

**Question type:** Self-assessment, situational, verbal exercises

**Estimated completion time:** 60 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 315
- Cronbach's Alpha: 0.96

**Purpose:** TMAT - R assesses whether a person possesses the personality, attitude, and skills needed to succeed in the telemarketing branch of sales.

### APPLICATION:

- ✓ Pre-employment
- ✓ Professional development
- ✓ Sales training

### 25 TMAT - R SCALES:

- Listening Skills
- Friendliness/Pleasantness
- Social Insight
- Helpfulness
- Social Skills
- Communication Skills
- Assertiveness
- Conflict Resolution Skills
- Patience
- Performance under pressure
- Thick-skinned
- Perseverance
- Time Management
- Organization Skills
- Meticulousness
- Independence
- Verbal/Reading Comprehension Skills
- Quick Thinking
- Problem-solving
- Computer Savvy
- Trainability
- Persuasiveness/Negotiation
- Presentation Skills
- Countering Objections
- Closing a Sale

## Features

**Benchmarks:** Available (general population, Telemarketers, Salespeople)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

**Overall Score plus 6 factors, divided into 25 scales:**

- **People Skills:** Overall ability to deal effectively and appropriately with others.
- **Mental/Emotional Toughness:** Ability to cope with the challenges encountered in this field.
- **Efficiency:** Involves traits/skills that help a person complete work tasks competently.
- **Cognitive Skills:** Assesses intelligence-related skills that can be an asset in telemarketing.
- **Resourcefulness:** Refers to traits/skills that can make easing into a telemarketing position smoother.



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#### APPLICATION:

- ✓ Pre-employment

#### 8 TuPT SCALES:

- Job-hopping
- Loyalty
- Conscientiousness
- Calculated risk-taking and decision-making
- Resilience
- Antagonistic Attitude
- Emotional Stability
- Locus of Control

# TuPT (Turnover Probability Test)

## Vitals

**No. of questions:** 119

**Question type:** Self-assessment, situational

**Estimated completion time:** 45-60 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

### Validation Information:

- Validation study is ongoing

## Features

**Benchmarks:** Available

**Interview Questions:** Available

**Group Comparisons:** Available

### Report Includes:

- Overall likelihood for turnover
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Development Areas
- Tips for test-takers to reduce their likelihood for turnover
- Impression Management

## Factors and Scales:

### Overall Score plus results for the following scales:

- **Job-Hopping:** Assesses a person's tendency to leave a job after a short time.
- **Loyalty:** Assesses the degree to which a person is committed to a company.
- **Conscientiousness:** Assesses the degree to which a person is organized, diligent and reliable.
- **Calculated risk-taking and decision-making:** Ability to make well-thought-out decisions and take smart risks.
- **Resilience:** Ability to deal with stress and bounce back from hardship.
- **Emotional Stability:** Ability to deal with stress and bounce back from hardship.
- **Locus of Control:** Perceived sense of control over one's environment and one's potential for success.
- **Moderating Job Factors:** Factors that can influence a person's level of job satisfaction. This factor is broken down into the following scales: Reward Orientation, Ambition, and Need for Stability.
- **Deal-breakers:** Factors that may compel a person to quit his or her job. Broken down into 26 possible reasons a person may quit.

**Purpose:** There are certain personality traits and characteristics that can influence a person's likelihood of quitting a job. TuPT is designed to identify people with this profile.



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## APPLICATION:

- ✓ Pre-employment
- ✓ Personal and professional development
- ✓ Motivational tool

## 31 VAPRO - R4 SCALES:

- Family & Friends
- Community Values
- Altruism
- Socializing
- Acceptance/Belonging
- Empathy
- Appreciation of different art forms
- Appreciation of Beauty
- Intellectual Creativity
- Artistic Creativity
- Free-thinker
- Scientific Exploration
- Knowledge
- Intellectualism
- Innovation
- Ethics/Morals
- Religion/Spirituality
- Conventionality
- Stability
- Compliance
- Hard work/Diligence
- Handiness
- Financial Security
- Pragmatism
- Entitlement
- Power
- Career Life
- Competitiveness
- Recognition
- Self-interest
- Pride

## Vitals

**No. of questions:** 184

**Question type:** Situational, self-report

**Estimated completion time:** 40 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A ; EEOC standards (disability)

**Validation Information:**

- Sample Size: 2,163
- Cronbach's Alpha range: 0.87 to 0.92

## Features

**Benchmarks:** Available (general population and 15 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Top core, personal, and work values
- List of Dominant and Minor Values
- Advice

## Factors and Scales:

**6 factors, divided into 34 scales:**

- **Aesthetic Values:** Importance of creativity, beauty, form, and balance.
- **Political Values:** Importance of success and having an impact on the world
- **Realistic Values:** Importance of productivity, hard work, and stability.
- **Social Values:** Importance of developing and nurturing relationships, and connecting to fellow human beings.
- **Theoretical Values:** Importance of logical thought and the pursuit of knowledge.
- **Traditional Values:** Importance of integrity and living according to an established belief system, whether religious, philosophical, or ethical.

**Purpose:** VaPro - R4 will determine the personal and work values that matter most to an individual.



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## APPLICATION:

- ✓ Career guidance
- ✓ Professional development

## 30 VOSPA - R SCALES:

### INTERESTS

- Artistic
- Conventional
- Enterprising
- Investigative
- Realistic
- Social

### INTELLIGENCE TYPES

- Bodily-Kinesthetic
- Existential
- Interpersonal
- Intrapersonal
- Linguistic
- Logical
- Musical
- Naturalistic
- Spatial

### WORK ORIENTATIONS

- The Entrepreneur
- The Generalist vs. Specialist

### WORK STYLES

- The Achiever
- The Adaptor
- The Initiator
- The Innovator
- The Leader
- The Master of Details
- The Steadfast Worker
- The Stoic Rock

### WORK VALUES

- Achievement
- Altruism
- Independence
- Recognition
- Teamwork

## Vitals

**No. of questions:** 260

**Question type:** Self-assessment, situational

**Estimated completion time:** 45 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (disability)

**Validation Information:**

- Sample Size: 5,664
- Cronbach's Alpha range : 0.54 to 0.98

## Features

**Benchmarks:** Available (general population and 25 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

### Report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Career matches

## Factors and Scales:

### 5 factors divided into 30 scales:

- **Career Interests:** This encompasses the type of tasks a person would enjoy doing on a daily basis – the general “theme” of a typical work day. These interests are known as the Holland Codes.
- **Intelligence Types:** Based on Howard Gardner’s theory of multiple intelligences. Assesses areas of intelligence in which a person excels.
- **Work Orientation:** The basis of a person’s job preferences. Provides a general overview of the type of career path that best suits a person’s preferences and strengths.
- **Work Styles:** Characterizes the type of employee a person would be – what drives him or her, and the type of assets he/she would bring to a company.
- **Work Values:** Assesses what is important for a person to achieve in his/her career, and the type of characteristics he/she might look for in a company. the type of assets he/she would bring to a company.

**Purpose:** VoSPA - R is designed to assess a person’s interests, values, and preferences surrounding his or her career. It will provide information about what motivates and interests a person, and offers career suggestions that best suit his or her profile.



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# VoSPA - St - R (Vocational Style & Personality Assessment - For Students - Revised)

## APPLICATION:

- ✓ Career guidance
- ✓ Professional development

## 30 VOSPA - ST - R SCALES:

### INTERESTS

- Artistic
- Conventional
- Enterprising
- Investigative
- Realistic
- Social

### INTELLIGENCE TYPES

- Bodily-Kinesthetic
- Existential
- Interpersonal
- Intrapersonal
- Linguistic
- Logical
- Musical
- Naturalistic
- Spatial

### WORK ORIENTATIONS

- The Entrepreneur
- The Generalist vs. Specialist

### WORK STYLES

- The Achiever
- The Adaptor
- The Initiator
- The Innovator
- The Leader
- The Master of Details
- The Steadfast Worker
- The Stoic Rock

### WORK VALUES

- Achievement
- Altruism
- Independence
- Recognition
- Teamwork

## Vitals

**No. of questions:** 259

**Question type:** Self-assessment, situational

**Estimated completion time:** 50 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (disability)

**Validation Information:**

- Sample Size: 5,664
- Cronbach's Alpha range : 0.54 to 0.98

## Features

**Benchmarks:** Available (general population and 25 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

### Report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Career matches

### Factors and Scales:

#### 5 factors divided into 30 scales:

- **Career Interests:** This encompasses the type of tasks a person would enjoy doing on a daily basis – the general “theme” of a typical work day. These interests are known as the Holland Codes.
- **Intelligence Types:** Based on Howard Gardner’s theory of multiple intelligences. Assesses areas of intelligence in which a person excels.
- **Work Orientation:** The basis of a person’s job preferences. Provides a general overview of the type of career path that best suits a person’s preferences and strengths.
- **Work Styles:** Characterizes the type of employee a person would be – what drives him or her, and the type of assets he/she would bring to a company.
- **Work Values:** Assesses what is important for a person to achieve in his/her career, and the type of characteristics he/she might look for in a company. the type of assets he/she would bring to a company.

**Purpose:** VoSPA - St - R assesses a student’s interests, values, and preferences surrounding his or her potential career. It will provide information about what motivates and interests the student, and offers career suggestions that best suit his or her profile.



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# WALA - R (Work Accident Likelihood Assessment - Revised)

## APPLICATION:

- ✓ Pre-employment
- ✓ Training tool/Programs
- ✓ Accident prevention programs
- ✓ Team assignment
- ✓ Employee management

## 6 WALA - R SCALES:

- Sensation-seeking
- Harm-avoidance
- Conscientiousness
- Positive Attitude Towards Safety
- Attentiveness
- Responsibility

## Vitals

**No. of questions:** 72

**Question type:** Situational, self-report

**Estimated completion time:** 20 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age)

**Validation Information:**

- Sample Size: 4,945
- Cronbach's Alpha: 0.91

## Features

**Benchmarks:** Available (general population and 36 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Areas of concern
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 6 scales:

- **Sensation-seeking:** Assesses the degree to which a person has a desire for novel and exciting experiences.
- **Harm-avoidance:** Extent to which a person steers clear of negative/harmful consequences.
- **Conscientiousness:** Assesses the degree to which a person is rule-abiding, careful, responsible, and less likely to take unwise and dangerous risks.
- **Positive Attitude Towards Safety:** Assesses a person's attitude toward rules set in place for safety purposes, and whether he/she has a punitive attitude towards people who break these rules.
- **Attentiveness:** Assesses how well and for how long a person is able to concentrate on taxing mental tasks.
- **Responsibility:** Assesses whether a person takes responsibility for his/her actions, or has a tendency to blame other people/circumstances.

**Purpose:** WALA - R assesses whether a person's personality, attitudes, and behaviors might make him or her more prone to accidents at work.



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#### APPLICATION:

- ✓ Pre-employment

#### 11 WINS SCALES:

- Attitude Toward Dishonest Behavior
- Justifying Dishonest Behavior
- Cynical View of Morality
- Remorsefulness
- Values Integrity
- Manipulation
- Deception
- Trustworthiness
- Accountability
- Organizational Commitment & Loyalty
- Disdain for Rule-followers

## WINS (Work Integrity Screening)

### Vitals

**No. of questions:** 85

**Question type:** Self-assessment, situational

**Estimated completion time:** 20 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

#### Validation Information:

- Sample Size: 997
- Cronbach's Alpha: 0.95

### Features

**Benchmarks:** Available (general population and 19 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

#### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Advice
- Impression Management

### Factors and Scales:

**Overall Score plus 2 factors, divided into 11 scales:**

- **Conscience:** Assesses the degree to which a person adopts and maintains a clear set of principles.
- **Conscientiousness:** Assesses the degree to which a person is productive and responsible at work.

**Purpose:** This screening provides information on whether a person is likely to behave with integrity and professionalism in the workplace.



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# WINT - R3 (Work Integrity Test - 3rd Revision)

## Vitals

**No. of questions:** 157

**Question type:** Self-assessment, situational

**Estimated completion time:** 45 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, disability)

**Validation Information:**

- Sample Size: 997
- Cronbach's Alpha: 0.97

## Features

**Benchmarks:** Available (general population and 19 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Typology
- Advice
- Impression Management

## Factors and Scales:

**Overall Score plus 4 factors, divided into 22 scales:**

- **Conscience:** Assesses the degree to which a person adopts and maintains a clear set of principles.
- **Conscientiousness:** Assesses the degree to which a person is productive and responsible at work.
- **Self-Interest:** Assesses the degree to which a person focuses on his/her own interests and disregards others'.
- **Red-flag traits/attitude:** Assesses the degree to which a person possesses disadvantageous traits that can affect the work atmosphere and morale of others.

**Purpose:** WINT - R3 is intended to provide supplemental information on a person's potential for dishonest behavior in the nment.



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**APPLICATION:**

- ✓ Pre-employment

**22 WINT - R3 SCALES:**

- Attitude Toward Dishonest Behavior
- Justifying Dishonest Behavior
- Cynical View of Morality
- Cynical View of Humanity
- Remorsefulness
- Values Integrity
- Manipulation
- Deception
- Trustworthiness
- Accountability
- Organizational Commitment & Loyalty
- Sense of Grandiosity/ Superiority
- Desire for Admiration
- Egocentrism
- Disdain for Gullible People
- Disdain for Rule-followers
- Disdain for Weakness
- Maliciousness
- Schadenfreude
- Antagonism
- Vindictiveness
- Machiavellianism

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## APPLICATION:

- ✓ Pre-employment
- ✓ Professional Development

## 12 WWAT - R SCALES:

- Concentration
- Accident Proneness
- Compliance with Rules
- Comfort with Routine
- Efficiency
- Attention to Detail
- Work Ethic
- Team-oriented
- Manageability
- Comfort with Physical Exertion \*
- Ability to Adjust to Job Environment \*
- Specialized Skills \*

\* Added for informational purposes only. They do not contribute to the overall score.

## Vitals

**No. of questions:** 76

**Question type:** Self-assessment, situational, multiple choice

**Estimated completion time:** 20 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

**Validation Information:**

- Sample Size: 446
- Cronbach's Alpha: 0.93

## Features

**Benchmarks:** Available (general population, warehouse workers)

**Group Comparisons:** Available

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 12 scales:

- **Concentration:** Ability to maintain focus on a task.
- **Accident Proneness:** Assesses whether a person's attitude toward safety could increase their chances of causing accidents.
- **Compliance with Rules:** Assesses a person's likelihood of abiding by organization rules.
- **Comfort with Routine:** Assesses a person's ability to cope with routine.
- **Efficiency:** Assesses a person's ability to work productively and in a timely fashion.
- **Attention to Detail:** Ability to conscientiously attend to details of a task.
- **Work Ethic:** Dedication to working hard, diligently, and with integrity.
- **Team-oriented:** Willingness and ability to work well others.
- **Manageability:** Assesses whether a person's disposition and attitude are likely to be conducive to a warehouse managerial structure.
- **Comfort with physical exertion:** Capacity for physical labor.
- **Ability to adjust to job environment:** Assesses a person's ability to deal with the environmental conditions of a warehouse.
- **Specialized Skills:** Assesses whether a person possesses expertise that can be an asset in a warehouse position.

**Purpose:** WWAT - R assesses whether a person possesses the right skills and personality for a warehouse position.



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# AMQ - R2 (Anger Management Questionnaire - 2nd Revision)

## APPLICATION:

- ✓ Personal development
- ✓ Employee Assistance Programs

## 4 AMQ - R2 SCALES:

- Angry Emotions
- Angry Behavior
- Dwelling
- Doggedness

## Vitals

**No. of questions:** 42

**Question type:** Situational

**Estimated completion time:** 25 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

**Validation Information:**

- Sample Size: 752
- Cronbach's Alpha: 0.91

**Purpose:** AMQ - R2 assesses how a person deals with anger-inducing situations of various intensity and significance.



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## Features

**Benchmarks:** Available (general population)

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- A description of the dominant Anger Style(s) a person uses in various situations of emotional intensity, and situations with both short-term and long-term consequences.
- Advice

## Factors and Scales:

### Overall Score plus 4 scales:

- **Angry Emotions:** Extent to which a person experiences feelings of anger.
- **Angry Behavior:** Assesses whether a person has the tendency to express anger overtly.
- **Dwelling:** Assesses how long it takes a person to get over an anger-inducing situation.
- **Doggedness:** Tendency to deal with conflict in a relentless manner; unwillingness to let bygones be bygones.

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## Vitals

**No. of questions:** 42  
**Question type:** Self-report  
**Estimated completion time:** 10 minutes  
**Shorter versions of assessment:** N/A  
**Recommended age level:** 18+  
**Qualification Level:** Class A  
**Compliance:** APA standards  
**Validation Information:**

- Sample Size: 7,730
- Cronbach's Alpha: 0.94

**Purpose:** AnxSyS - R2 is designed to determine whether a person presently has, or is at risk for developing an anxiety disorder.

### APPLICATION:

- ✓ Therapy and Counseling

### 5 ANXSYS - R2 SCALES:

- Generalized Anxiety
- Physiological Symptoms
- Mood Instability
- Existential Anxiety
- Ruminations

## Features

**Benchmarks:** Available (general population, people diagnosed with anxiety)  
**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Areas of concern
- Advice

## Factors and Scales:

### Overall Score plus 5 scales:

- **Generalized Anxiety:** A state of continuous apprehension and anticipation of something horrible, characterized by excessive anxiety and unrealistic worry.
- **Physiological Symptoms:** Somatic manifestations of anxiety such as fatigue, tension, digestive problems, palpitations or pounding heart, sweating, etc.
- **Mood Instability:** Level of mood instability (mental agitation and psychological distress).
- **Existential Anxiety:** Anxiety state related to personal mortality, self-acceptance, guilt, and meaninglessness.
- **Ruminations:** Recurrent thoughts that are distressing and disturbing.



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## DISORDERS ASSESSED:

- Major Depressive Disorder
- Bipolar Disorder
- Generalized Anxiety Disorder
- Post-Traumatic Stress Disorder
- Substance Use Disorder
- Panic Disorder

## BMHE - Ab (MDD, BPD, GAD, PTSD, SUD, PD)

### Vitals

- No. of questions:** 60
- Question type:** Self-assessment
- Estimated completion time:** 15 minutes
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
- Validation study is ongoing

### Features

**Group Comparisons:** Available

### Report Includes:

- Introduction
- Graphs
- Narrative interpretation
- Diagnoses
- Advice on how to choose a therapist

### Factors and Scales:

Six major mental health disorders are assessed, as per the criteria of the DSM-5:

- Major Depressive Disorder
- Bipolar Disorder
- Generalized Anxiety Disorder
- Post-Traumatic Stress Disorder
- Substance Use Disorder
- Panic Disorder

**Purpose:** This test screens for six major mental health disorders.



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## DISORDERS ASSESSED:

- Major Depressive Disorder
- Bipolar Disorder
- Generalized Anxiety Disorder
- Post-Traumatic Stress Disorder

## BMHE - R (MDD, BPD, GAD, PTSD - Revised)

### Vitals

**No. of questions:** 49

**Question type:** Self-assessment

**Estimated completion time:** 15 minutes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

**Validation Information:**

- Sample Size: 546
- Cronbach's Alpha range: 0.85 to 0.93

**Purpose:** This test screens for four major mental health disorders.

### Features

**Group Comparisons:** Available

### Report Includes:

- Introduction
- Graphs
- Narrative interpretation
- Diagnoses
- Advice on how to choose a therapist

### Factors and Scales:

Four major mental health disorders are assessed, as per the criteria of the DSM-5:

- Major Depressive Disorder
- Bipolar Disorder
- Generalized Anxiety Disorder
- Post-Traumatic Stress Disorder



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## APPLICATION:

- ✓ Therapy and Counseling

## DISORDERS ASSESSED:

- Major Depressive Disorder
- Generalized Anxiety Disorder
- Attention Deficit Disorder
- Conduct Disorder
- Body Dysmorphic Disorder
- Anorexia Nervosa
- Bulimia Nervosa
- Binge Eating Disorder

## OTHER MENTAL HEALTH ISSUES ASSESSED:

- Suicide Risk
- Self-Injury
- Bullying

# BMHE - T (Brief Mental Health Evaluation - Teen version)

## Vitals

- No. of questions:** 89
- Question type:** Self-assessment
- Estimated completion time:** 20 minutes
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
  - Validation study is ongoing

## Features

- Group Comparisons:** Available

## Report Includes:

- Introduction
- Graphs
- Narrative interpretation
- Diagnoses
- Advice on how to choose a therapist

## Factors and Scales:

Eight mental health disorders are assessed, as per the criteria of the DSM-5, along with three other mental health issues:

- Major Depressive Disorder
- Generalized Anxiety Disorder
- Attention Deficit Disorder
- Conduct Disorder
- Body Dysmorphic Disorder
- Anorexia Nervosa
- Bulimia Nervosa
- Binge Eating Disorder
- Suicide Risk
- Self-Injury
- Bullying

**Purpose:** This test, oriented toward teenagers, screens for eight mental health disorders as well as other issues that can impact well-being.



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**APPLICATION:**

- ✓ Therapy and Counseling

**DISORDERS ASSESSED:**

- Substance Use Disorder
- Major Depressive Disorder
- Manic Episodes
- Bipolar Disorder
- Post-Traumatic Stress Disorder
- Generalized Anxiety Disorder
- Panic Disorder
- Panic Attacks

# BMHE 8 Dg - R (Brief Mental Health Evaluation - Revised)

## Vitals

- No. of questions:** 87
- Question type:** Self-assessment
- Estimated completion time:** 15 minutes
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
  - Sample Size: 546
  - Cronbach's Alpha range: 0.85 to 0.94

## Features

**Group Comparisons:** Available

### Report Includes:

- Introduction
- Graphs
- Narrative interpretation
- Diagnoses
- Advice on how to choose a therapist

### Factors and Scales:

**Eight mental health disorders are assessed, as per the criteria of the DSM-5:**

- **Substance Use Disorder**
- **Major Depressive Disorder**
- **Manic Episodes**
- **Bipolar Disorder**
- **Post-Traumatic Stress Disorder**
- **Generalized Anxiety Disorder**
- **Panic Disorder**
- **Panic Attacks**

**Purpose:** This test screens for eight mental health disorders.



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# BSS - NSF - R2 (Burnout Symptom Screener - For Non-Service Fields - 2nd Revision)

## APPLICATION:

- ✓ Employee Assistance Programs
- ✓ Screening for therapists

## 5 BSS - NSF - R2 SCALES:

- General Exhaustion
- Emotional Exhaustion
- Coping Skills
- Job Control
- Job Satisfaction

## Vitals

- No. of questions:** 45
- Question type:** Self-assessment
- Estimated completion time:** 15 minutes
- Shorter versions of assessment:** N/A
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
  - Sample Size: 8,386
  - Cronbach's Alpha: 0.95

**Purpose:** BSS - NSF - R2 will assess whether a person is at risk of developing burnout. This test is designed for people in industries other than service.



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## Features

**Benchmarks:** Available (general population, 22 industries) **Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Areas of concern
- Advice

## Factors and Scales:

### Overall Burnout Score plus 5 scales:

- **General Exhaustion:** Overall energy level and sense of fatigue.
- **Emotional Exhaustion:** Feeling drained by one's work; of being stretched beyond one's limit.
- **Coping Skills:** Overall ability to deal with stress.
- **Job Control:** Perceived sense of control over various aspects of work.
- **Job Satisfaction:** Level of passion for one's work and whether one feels a sense of accomplishment.

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# BSS - SF - R2 (Burnout Symptom Screener - For Service Fields - 2nd Revision)

## APPLICATION:

- ✓ Employee Assistance Programs
- ✓ Screening for therapists

## 6 BSS - SF - R2 SCALES:

- Being Overwhelmed
- Detachment
- Job Fulfillment
- Energy
- Fatigue
- Physical Symptoms

## Vitals

**No. of questions:** 42

**Question type:** Self-assessment

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

**Validation Information:**

- Sample Size: 8,967
- Cronbach's Alpha: 0.94

**Purpose:** BSS - SF - R2 will assess whether a person working in the service industry is at risk of developing burnout.



[VIEW SAMPLE REPORT](#)

## Features

**Benchmarks:** Available (general population, 24 industries) **Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Areas of concern
- Advice

## Factors and Scales:

### Overall Burnout Score plus 6 scales:

- **Being Overwhelmed:** Perception that workload is too demanding.
- **Detachment:** Degree of job involvement.
- **Job Fulfillment:** Sense of accomplishment felt at work.
- **Energy:** Degree of passion felt at work.
- **Fatigue:** Level of emotional exhaustion.
- **Physical Symptoms:** Extent to which you exhibit physical symptoms of stress.

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## APPLICATION:

- ✓ Therapy and Counseling

## 17 DEPSYS - R SCALES:

- Depressed Mood
- Loss of Interest
- Appetite/Weight Changes
- Sleep Disturbance
- Psychomotor Symptoms
- Loss of Energy
- Guilt and Shame
- Concentration Problems
- Thoughts of Death or Suicide
- Maladaptive Perfectionism
- Rumination
- Cognitive Variables
- Internal Attribution of Failure
- Attentional Bias
- Catastrophic Thinking Patterns
- Fear of Other-oriented Criticism
- Rigid Mindset

## Vitals

- No. of questions:** 101
- Question type:** Self-report
- Estimated completion time:** 30 minutes
- Shorter versions of assessment:** N/A
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
  - Sample Size: 31,442
  - Cronbach's Alpha: 0.97

## Features

- Benchmarks:** (Population with a Depression diagnosis and those without)
- Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths vs. Areas of concern
- Advice

## Factors and Scales:

### Overall Score plus 2 factors, divided into 17 scales:

- **Depressive Symptoms:** Assesses whether a person has depressive symptoms as per DSM IV criteria.
- **Depressive Mindset:** Assesses whether a person's thinking style, attitudes or personality make him or her vulnerable to depression.

**Purpose:** DepSyS - R is designed to determine whether a person presently has, or is at risk for developing a depressive disorder. It also evaluates whether his or her mindset makes him or her more prone to depression.



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# EMEBA (Emotional Eating Behavior Assessment)

## APPLICATION:

- ✓ Therapy and Counseling

## 23 EMEBA SCALES:

- Emotional Eating Triggers
- Health Locus of Control
- Self-discipline
- Reward Dependence
- Sense of Self-efficacy
- Depression
- Anxiety
- Resilience
- Anger Control
- Tolerance for Frustration
- Coping Skills
- Problem Solving
- Information Seeking
- Negotiation Skills
- Support Seeking
- Positive Cognitive Restructuring
- Emotional Regulation
- Distraction
- Rumination
- Avoidance
- Helplessness
- Opposition
- Social Withdrawal

## Vitals

- No. of questions:** 149
- Question type:** Self-report
- Estimated completion time:** 25 minutes
- Shorter versions of assessment:** N/A
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
  - Sample Size: 5,743
  - Cronbach's Alpha: 0.96

## Features

- Benchmarks:** Available (general population; overweight and healthy weight population)
- Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths vs. Areas of concern
- Advice

## Factors and Scales:

### Overall Score plus 23 scales, including:

- **Emotional Eating Triggers:** Circumstances/Emotions that could potentially result in emotional eating.
- **Health Locus of Control:** Assesses whether a person believes his/her level of health is under his/her personal control.
- **Self-discipline:** Refers to the training and control of oneself and one's conduct.
- **Reward Dependence:** Assesses whether a person uses extrinsic, tangible rewards rather than intrinsic rewards as a source of motivation.
- **Sense of Self-efficacy:** Assesses whether a person believes in himself/herself and his/her abilities.
- **Depression:** Assesses whether a person exhibits symptoms of depression.
- **Anxiety:** Assesses whether a person exhibits symptoms of anxiety.
- **Resilience:** Ability to deal effectively with hardship and to strive forward in spite of difficulties.
- **Anger Control:** Ability to regulate and control anger.
- **Tolerance for Frustration:** Ability to endure frustrating circumstances and delay gratification.
- **Coping Skills:** Ability to effectively deal with stress.

**Purpose:** EMEBA is designed to assess a person's tendency to eat for reasons other than hunger. It will evaluate the underlying reasons for over-eating.



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# MEIQ - R7 - Ab (Multidimensional Emotional Intelligence Quotient - 7th Revision - Abridged)

## APPLICATION:

- ✓ Personal development
- ✓ Counseling tool

## 27 MEIQ - R7 - AB SCALES:

- Adaptable Social Skills
- Assertiveness
- Awareness of Strengths and Limitations
- Comfort with Emotions
- Conflict Management Knowledge
- Conflict Resolution Behavior
- Contentment
- Coping Skills
- Emotional Integration
- Emotional Reflection
- Emotional Selectivity
- Emotional Self-awareness
- Empathy
- Flexibility
- Impulse Control
- Independence
- Positive Mindset
- Problem-Solving
- Recognition of Other's Emotions
- Resilience/Hardiness
- Rumination
- Self-Control
- Self-esteem
- Self-Motivation
- Social Insight
- Striving
- Values Integrity

## Vitals

**No. of questions:** 156

**Question type:** Situational, self-report, skill testing

**Estimated completion time:** 60 minutes

**Longer versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

**Validation Information:**

- Sample Size: 34,867
- Cronbach's Alpha: 0.94

## Features

**Benchmarks:** Available (general population and 25 industries)

**Interview Questions:** Available

**Group Comparisons:** Available

## Report Includes:

Strengths and Limitations

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

Overall Score plus 5 factors, divided into 27 scales:

**Emotional Identification, Perception, and Expression:** Ability to characterize emotions in oneself and in others.

- **Emotional Facilitation of Thought:** Ability/Willingness to use feelings constructively; to let them guide you.
- **Emotional Understanding:** Ability to understand and analyze emotions, and solve emotional problems.
- **Emotional Management:** Ability to take responsibility for one's emotions.
- **Ego Maturity:** Attaining emotional growth and maturity.

**Purpose:** The condensed version of MEIQ - R7 - Ab evaluates the numerous aspects that make up emotional intelligence, defined as the ability to deal with one's own and other people's emotions. This can be used as a valuable tool in therapy.



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# MEIQ - R10 (Multidimensional Emotional Intelligence Quotient - 10th Revision)

## APPLICATION:

- ✓ Pre-employment
- ✓ Team building
- ✓ Leadership development
- ✓ Sales and Customer Service training
- ✓ Personnel development

## 31 MEIQ - R9 SCALES:

- Ability to identify emotions in self
- Comfort with emotional expression
- Comfort with emotional situations or people
- Emotional Reflection
- Emotional Regulation
- Emotional Conceptualization
- Adaptable Social Skills
- Social Insight
- Conflict-Resolution Knowledge
- Conflict-Resolution Behavior
- Empathy
- Ability to read body language
- Flexibility
- Goal-Setting
- Striving
- Self-Motivation
- Self-Awareness
- Coping Skills
- Emotional Selectivity (Magnitude)
- Emotional Selectivity (Precision)
- Resilience
- Adaptability
- Contentment
- Positive Mindset
- Extreme Rumination
- Values Congruence
- Self-Esteem
- Self-Confidence
- Assertiveness
- Self-Efficacy
- Need for Approval

## Vitals

**No. of questions:** 228

**Question type:** Situational, self-report, skill-testing, image-based

**Estimated completion time:** 85 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, age, ethnicity, disability)

**Validation Information:**

- Sample Size: 12,259
- Cronbach's Alpha: 0.97

## Features

**Benchmarks:** Available (general population, 25 industries, gender, age, ethnicity)

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths vs Limitations
- Tailored advice
- Impression Management

## Factors and Scales:

**Overall Score plus 5 factors, divided into 31 scales:**

- **Emotional Competencies:** Traits and skills that are essential to dealing with one's own as well as other people's emotions.
- **Social Competencies:** and skills that are essential to human interaction.
- **Drive:** Traits and and skills that are essential to goal achievement and success
- **Stress Management:** Traits and skills that are essential to regulating and channeling stress in a healthy and productive manner.
- **Self-Regard:** Traits and skills that contribute to a healthy view of self.

**Purpose:** An emotionally intelligent employee and/or manager can be an asset in any company and field. MEIQ - R10 will assess five key competencies.



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## APPLICATION:

- ✓ Therapy and Counseling

## DISORDERS ASSESSED:

- Substance Use Disorder
- Major Depressive Disorder
- Manic Episodes
- Bipolar Disorder
- Post-Traumatic Stress Disorder
- Generalized Anxiety Disorder
- Panic Disorder
- Panic Attacks
- Attention Deficit Disorder

## MHA - 9 Dg - R2

### Vitals

**No. of questions:** 131

**Question type:** Self-assessment

**Estimated completion time:** 30 minutes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

**Validation Information:**

- Sample Size: 546
- Cronbach's Alpha range: 0.85 to 0.94

### Features

**Group Comparisons:** Available

### Report Includes:

- Introduction
- Graphs
- Narrative interpretation
- Diagnoses
- Advice on how to choose a therapist

### Factors and Scales:

**Nine mental health disorders are assessed, as per the criteria of the DSM-5:**

- **Substance Use Disorder**
- **Major Depressive Disorder**
- **Manic Episodes**
- **Bipolar Disorder**
- **Post-Traumatic Stress Disorder**
- **Generalized Anxiety Disorder**
- **Panic Disorder**
- **Panic Attacks**
- **Attention Deficit Disorder**

**Purpose:** This test screens for nine mental health disorders.



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#### APPLICATION:

- ✓ Therapy and Counseling

#### 3 PARSP SCALES:

- Perfect Parent Syndrome
- Team Parenting

## ParSP (Parenting Style Profile)

### Vitals

**No. of questions:** 42

**Question type:** Self-assessment, situational, multiple choice  
**Estimated completion time:** 25-30 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

**Validation Information:**

- Sample Size: 12,117
- Cronbach's Alpha range: 0.73 to 0.85

### Features

**Group Comparisons:** Available

**Report Includes:**

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Advice

### Factors and Scales:

**2 scales assessed:**

- **Perfect Parent Syndrome:** Assesses whether a person has a tendency to be overly concerned with being the "perfect parent."
- **Team Parenting:** Assesses whether a person thinks it is essential for both parents to work together as a team when parenting.

**Purpose:** ParSP is designed to identify a person's parenting style, based on the level of responsiveness and demandingness he or she provides.



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## APPLICATION:

- ✓ Therapy and Counseling
- ✓ Personal Development

## 3 PSYHP - R SCALES:

- Commitment
- Control
- Challenge

# PsyHP - R (Psychological Hardiness Profile - Revised - Therapy Version)

## Vitals

**No. of questions:** 45

**Question type:** Self-assessment, situational, multiple choice

**Estimated completion time:** 10 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

**Validation Information:**

- Sample Size: 13,165
- Cronbach's Alpha: 0.93

## Features

**Benchmarks:** Available (general population, number of sick days used)

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Advice

## Factors and Scales:

### Overall Score plus 3 scales, including:

- **Commitment:** Assesses degree to which a person feels committed to his/her life activities, and whether he/she finds enjoyment and interest in the everyday.
- **Control:** Assesses degree to which a person takes responsibility for his/her actions and feels in control of stressful situations in his/her life.
- **Challenge:** Assesses degree to which a person views difficult situations in his/her life as challenges rather than setbacks.

**Purpose:** PsyHP - R evaluates three key factors that form the basis of psychological hardiness, and assesses whether a person is able to deal with setbacks and hardships.



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# SWLPS - R3 (Surgical Weight Loss and Psychological Screening - 3rd Revision)

## APPLICATION:

- ✓ Pre-screening for bariatric surgery
- ✓ Therapy and Counseling

## 27 SWLPS - R3 SCALES:

- Problem Solving
- Information Seeking
- Negotiation
- Social Support
- Emotional Regulation
- Positive Cognitive Restructuring
- Distraction
- Proactive Attitude
- Self-Efficacy
- Self-Discipline
- Sense of Control Over Health
- Tolerance for Frustration
- Rumination
- Helplessness
- Opposition
- Avoidance
- Social Withdrawal
- Food Guilt
- Self-Esteem Issues
- Anger Issues
- Using Food as a Reward
- Using Food as a Comfort
- Emotional Eating
- Binge Eating Disorder
- Grazing
- Substantial Evening Eating
- Nighttime Snacking

## Vitals

- No. of questions:** 147
- Question type:** Situational, self-report
- Estimated completion time:** 30 minutes
- Shorter versions of assessment:** N/A
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
  - Sample Size: 8,467
  - Cronbach's Alpha: 0.96

**Purpose:** SWLPS - R3 is designed to assess personality factors, coping mechanisms, and mental as well as physical health issues to ensure appropriate pre and post-operative care for Bariatric Surgery.



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## Features

**Benchmarks:** Available (general population, healthy weight group, overweight group, obese group)

**Group Comparisons:** Available

### Report Includes:

- Summary
- Strengths vs. Concerns
- Tailored advice
- Impression Management
- Strengths vs. Areas of concern
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 9 factors, divided into 27 scales:

- **Healthy Coping Strategies:** Assesses the degree to which a person adopts beneficial practices to deal with stress.
- **Self-Motivated:** Assesses the degree to which a person is able to create the incentive to persevere.
- **Unhealthy Mindset:** Assesses the degree to which a person experiences negative thoughts and emotions, and adopts a negative attitude.
- **Unhealthy Eating Patterns:** Assesses the degree to which a person has developed an unwholesome attitude and approach toward food.
- **Unhealthy Weight Loss Habits:** Assesses the degree to which a person uses extreme or detrimental measures to lose weight.
- **Substance Addiction:** Evaluates whether a person uses substances that could be detrimental to recovery and overall health.
- **Adherence History:** Evaluates whether a person conscientiously adhered to past medical advice and protocols.
- **Exercise Habits:** Evaluates a person's typical exercise practices.

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## Vitals

**No. of questions:** 73

**Question type:** Self-assessment, situational, multiple choice

**Estimated completion time:** 15 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

**Validation Information:**

- Sample Size: 7,615
- Cronbach's Alpha: 0.95

## Features

**Benchmarks:** Available (general population, industries, workaholics, heart disease issues)

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Type A & B characteristics
- Advice

## Factors and Scales:

**Overall Score plus 2 subfactors, divided into 7 scales:**

- **Achievement Striving:** Assesses the manner in which a person strives to achieve his/her goals.
- **Impatience/Irritability:** Assesses the manner in which a person comports himself/herself with others.
- **Competitiveness:** Tendency to compete even in non-competitive situations.
- **Drive:** Tendency to exhibit an aggressive concern or longing for success.
- **Perfectionism:** Tendency to be overly critical and/or demanding of self and/or others.
- **Hostility:** Tendency to engage in conflict, opposition, and resistance in thought, principle or action, and to display outbursts of frustration.
- **Time Urgency:** State of being hurried and under pressure, as well as an inclination to be impatient.
- **Tough-mindedness:** Tendency to be cold or unfeeling as well as rigid in thought and conduct; a discomfort in expression of emotion.
- **Reward Orientation:** Tendency to be motivated by external incentives.

**Purpose:** TAPP - R2 assesses whether a person possesses the hallmark behavioral characteristics of the Type A Personality.



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### APPLICATION:

- ✓ Personal development
- ✓ Employee Assistance Programs

### 7 TAPP - R2 SCALES:

- Achievement Striving
- Impatience/Irritability
- Competitiveness
- Drive
- Perfectionism
- Hostility
- Time Urgency
- Tough-mindedness
- Reward Orientation

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# ACE (Athletic Competition Evaluation for 10 - 13 year olds)

## APPLICATION:

- ✓ Personal development
- ✓ Training tool
- ✓ Team building

## 17 ACE SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Team Player
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Need for Stability
- Physical Toughness
- Peer Pressure
- Parental Pressure
- Competitive Anxiety
- Self-Motivation
- Perceived Control Over Success

## Vitals

- No. of questions:** 113
- Question type:** Situational, self-report, skill testing
- Estimated completion time:** 30 minutes
- Shorter versions of assessment:** N/A
- Recommended age level:** 10 to 13 year olds
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
  - Sample Size: 1,345
  - Cronbach's Alpha: 0.90

## Features

- Benchmarks:** Available (general population and sports industry)
- Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 17 scales, including:

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which an individual behaves in a diligent, reliable, and ethical manner, is willing to work hard, and plays by the rules.
- **Competitiveness:** Degree to which a player strives to be the best and to win.
- **Accountability:** Willingness to be accountable for one's behavior, decisions, and mistakes.
- **Team Player:** Extent to which a player is supportive of his/her team.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Assesses the degree to which a player is goal oriented and persistent.
- **Game Preparedness:** Extent to which a player actively gets ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a player's mindset and concentration skills.
- **Need for Stability:** Assesses the degree to which a player has difficulty dealing with changes and an unpredictable play schedule.
- **Physical Toughness:** Ability to withstand physically demanding tasks and training.

**Purpose:** ACE assesses whether a player needs to develop the essential personality traits and characteristics that are conducive to success in team sports. This test is intended for 10-13 year olds.



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# ACE (Athlete Competition Evaluation for 14+ year olds)

## Vitals

**No. of questions:** 130

**Question type:** Situational, self-report, skill testing

**Estimated completion time:** 30 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 14+

**Qualification Level:** Class A

**Compliance:** APA standards

**Validation Information:**

- Sample Size: 1,345
- Cronbach's Alpha: 0.90

## Features

**Benchmarks:** Available (general population and sports industry)

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

**Overall Score plus 17 scales, including:**

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which an individual behaves in a diligent, reliable, and ethical manner, is willing to work hard, and plays by the rules.
- **Competitiveness:** Degree to which a player strives to be the best and to win.
- **Accountability:** Willingness to be accountable for one's behavior, decisions, and mistakes.
- **Team Player:** Extent to which a player is supportive of his/her team.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Assesses the degree to which a player is goal oriented and persistent.
- **Game Preparedness:** Extent to which a player actively gets ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a player's mindset and concentration skills.
- **Need for Stability:** Assesses the degree to which a player has difficulty dealing with changes and an unpredictable play schedule.
- **Physical Toughness:** Ability to withstand physically demanding tasks and training.

**Purpose:** ACE assesses whether a player needs to develop the essential personality traits and characteristics that are conducive to success in team sports. This test is intended for 14+ year olds.



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### APPLICATION:

- ✓ Personal development
- ✓ Training tool
- ✓ Team building

### 17 ACE SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Team Player
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Need for Stability
- Physical Toughness
- Peer Pressure
- Parental Pressure
- Competitive Anxiety
- Self-Motivation
- Perceived Control Over Success

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# ASE Individual - R (Athlete Success Evaluation for adults - Revised)

## APPLICATION:

- ✓ Personal development
- ✓ Training tool

## 12 ASE INDIVIDUAL - R SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Accident Proneness
- Need for Security
- Physical Toughness

## Vitals

**No. of questions:** 85

**Question type:** Self-report, situational

**Estimated completion time:** 20 minutes

**Shorter versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards ; EEOC standards (gender, disability, ethnicity)

### Validation Information:

- Sample Size: 1,345
- Cronbach's Alpha: 0.90

**Purpose:** ASE Individual - R assesses whether a person has what it takes to be a mental competitor in individual sports.



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## Features

**Benchmarks:** Available (general population and sports industry)

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 12 scales, including:

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which an individual behaves in a diligent, reliable, and ethical manner, is willing to work hard, and plays by the rules.
- **Competitiveness:** Degree to which a player strives to be the best and to win.
- **Accountability:** Willingness to be accountable for one's behavior, decisions, and mistakes.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Assesses the degree to which a player is goal oriented and persistent.
- **Game Preparedness:** Extent to which a player actively gets ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a player's mindset and concentration skills.

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# ASE Team - R (Athlete Success Evaluation for adults - Revised)

## APPLICATION:

- ✓ Professional development
- ✓ Training tool
- ✓ Team building

## 13 ASE TEAM - R SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Accident Proneness
- Need for Security
- Physical Toughness
- Team Spirit

## Vitals

**No. of questions:** 101

**Question type:** Self-report, situational

**Estimated completion time:** 25 minutes

**Shorter versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards ; EEOC standards  
(gender, age)

### Validation Information:

- Sample Size: 1,345
- Cronbach's Alpha: 0.90

## Features

**Benchmarks:** Available (general population and sports industry)

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 13 scales, including:

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which an individual behaves in a diligent, reliable, and ethical manner, is willing to work hard, and plays by the rules.
- **Competitiveness:** Degree to which a player strives to be the best and to win.
- **Accountability:** Willingness to be accountable for one's behavior, decisions, and mistakes.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Assesses the degree to which a player is goal oriented and persistent.
- **Game Preparedness:** Extent to which a person puts a conscientious effort into getting ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a person's mindset and concentration skills.

**Purpose:** ASE Team - R assesses whether a person possesses the mindset of an elite athlete. This test is intended for athletes in team sports.



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# BASE - R2 (Baseball Athlete Success Evaluation for adults - 2nd Revision)

## APPLICATION:

- ✓ Professional development
- ✓ Training tool
- ✓ Team building

## 13 BASE - R2 SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Accident Proneness
- Need for Security
- Physical Toughness
- Team Spirit

## Vitals

- No. of questions:** 105
- Question type:** Situational, self-report
- Estimated completion time:** 25 minutes
- Shorter versions of assessment:** Yes
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
- Sample Size: 1,345
  - Cronbach's Alpha: 0.90

## Features

- Benchmarks:** Available (general population and sports industry)
- Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice
- Impression Management

## Factors and Scales:

### Overall Score plus 13 scales, including:

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which a person behaves in a diligent, reliable, and ethical manner, is willing to work hard, and play by the rules.
- **Competitiveness:** Degree to which a person strives to be the best and to win.
- **Accountability:** Willingness to take responsibility for one's behavior, decisions, and mistakes.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Degree to which a person is goal oriented and persistent.
- **Game Preparedness:** Extent to which a person puts a conscientious effort into getting ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a person's mindset and concentration skills.
- **Accident Proneness** Assesses whether a person engages in behaviors that could put himself/herself or others at risk.

**Purpose:** BASE - R2 assesses whether a person possesses the mindset of an elite baseball player.



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# BASE (Baseball Athlete Success Evaluation for 10-13 year olds)

## APPLICATION:

- ✓ Professional development
- ✓ Training tool
- ✓ Team building

## 17 BASE SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Team Player
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Need for Stability
- Physical Toughness
- Peer Pressure
- Parental Pressure
- Competitive Anxiety
- Self-Motivation
- Perceived Control Over Success

## Vitals

- No. of questions:** 113
- Question type:** Situational, self-report, skill testing
- Estimated completion time:** 25 minutes
- Shorter versions of assessment:** N/A
- Recommended age level:** 10 to 13 year olds
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
  - Sample Size: 1,345
  - Cronbach's Alpha: 0.90

## Features

- Benchmarks:** Available (general population and sports industry)
- Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 17 scales, including:

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which an individual behaves in a diligent, reliable, and ethical manner, is willing to work hard, and plays by the rules.
- **Competitiveness:** Degree to which a player strives to be the best and to win.
- **Accountability:** Willingness to be accountable for one's behavior, decisions, and mistakes.
- **Team Player:** Extent to which a player is supportive of his/her team.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Assesses the degree to which a player is goal oriented and persistent.
- **Game Preparedness:** Extent to which a player actively gets ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a player's mindset and concentration skills.
- **Need for Stability:** Assesses the degree to which a player has difficulty dealing with changes and an unpredictable play schedule.
- **Physical Toughness:** Ability to withstand physically demanding tasks and training.

**Purpose:** BASE assesses whether a player possesses the personality traits and characteristics needed to succeed in the sport of baseball. This test is intended for 10-13 year olds.



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## APPLICATION:

- ✓ Professional development
- ✓ Training tool
- ✓ Team building

## 17 BASE SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Team Player
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Need for Stability
- Physical Toughness
- Peer Pressure
- Parental Pressure
- Competitive Anxiety
- Self-Motivation
- Perceived Control Over Success

# BASE (Baseball Athlete Success Evaluation for 14+ year olds)

## Vitals

- No. of questions:** 113
- Question type:** Situational, self-report
- Estimated completion time:** 30 minutes
- Shorter versions of assessment:** N/A
- Recommended age level:** 14+
- Qualification Level:** Class A
- Compliance:** APA standards
- Validation Information:**
- Sample Size: 1,345
  - Cronbach's Alpha: 0.90

## Features

- Benchmarks:** Available (general population and sports industry)
- Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 17 scales, including:

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which an individual behaves in a diligent, reliable, and ethical manner, is willing to work hard, and plays by the rules.
- **Competitiveness:** Degree to which a player strives to be the best and to win.
- **Accountability:** Willingness to be accountable for one's behavior, decisions, and mistakes.
- **Team Player:** Extent to which a player is supportive of his/her team.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Assesses the degree to which a player is goal oriented and persistent.
- **Game Preparedness:** Extent to which a player actively gets ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a player's mindset and concentration skills.
- **Need for Stability:** Assesses the degree to which a player has difficulty dealing with changes and an unpredictable play schedule.
- **Physical Toughness:** Ability to withstand physically demanding tasks and training.

**Purpose:** BASE assesses whether a player possesses the personality traits and characteristics needed to succeed in the sport of baseball. This test is intended for 14+ year olds.



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# CASEI - R (College Athlete Success Evaluation - Individual Sports - Revised)

## APPLICATION:

- ✓ Professional development
- ✓ Training tool

## 21 CASEI - R SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Accident Proneness
- Need for Security
- Physical Toughness
- Academic Commitment
- Athletic Commitment
- At-Risk Athlete
- Sensation-Seeking
- Vulnerability to Peer Pressure
- Sense of Invulnerability
- Rule-breaking Risk
- Aggression
- Propensity Towards Dishonesty

## Vitals

**No. of questions:** 123

**Question type:** Situational, self-report

**Estimated completion time:** 30 minutes

**Shorter versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, disability, ethnicity)

**Validation Information:**

- Sample Size: 1,345
- Cronbach's Alpha: 0.90

## Features

**Benchmarks:** Available (general population and sports industry)

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 21 scales, including:

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which an individual behaves in a diligent, reliable, and ethical manner, is willing to work hard, and plays by the rules.
- **Competitiveness:** Degree to which a player strives to be the best and to win.
- **Accountability:** Willingness to be accountable for one's behavior, decisions, and mistakes.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Assesses the degree to which a player is goal oriented and persistent.
- **Game Preparedness:** Extent to which a person puts a conscientious effort into getting ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a player's mindset and concentration skills.
- **Accident Proneness:** Assesses whether a person engages in behaviors that could put himself/herself or others at risk.

**Purpose:** CASEI - R will assess whether a person possesses the traits and skills needed to succeed in individual college sports.



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## APPLICATION:

- ✓ Professional development
- ✓ Training tool
- ✓ Team building

## 22 CASET - R SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Accident Proneness
- Need for Security
- Physical Toughness
- Team Spirit
- Academic Commitment
- Athletic Commitment
- At-Risk Athlete
- Sensation-Seeking
- Vulnerability to Peer Pressure
- Sense of Invulnerability
- Rule-breaking Risk
- Aggression
- Propensity Towards Dishonesty

## Vitals

**No. of questions:** 140

**Question type:** Situational, self-report

**Estimated completion time:** 35 minutes

**Shorter versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, disability, ethnicity)

### Validation Information:

- Sample Size: 1,345
- Cronbach's Alpha: 0.90

## Features

**Benchmarks:** Available (general population and sports industry)

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 22 scales, including:

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which an individual behaves in a diligent, reliable, and ethical manner, is willing to work hard, and plays by the rules.
- **Competitiveness:** Degree to which a player strives to be the best and to win.
- **Accountability:** Willingness to be accountable for one's behavior, decisions, and mistakes.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Assesses the degree to which a player is goal oriented and persistent.
- **Game Preparedness:** Extent to which a person puts a conscientious effort into getting ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a player's mindset and concentration skills.
- **Accident Proneness:** Assesses whether a person engages in behaviors that could put himself/herself or others at risk.

**Purpose:** CASET - R will assess whether a person possesses the traits and skills needed to succeed in team college sports.



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# FASE - R (Football Athlete Success Evaluation for adults - Revised)

## APPLICATION:

- ✓ Professional development
- ✓ Training tool
- ✓ Team building

## 17 FASE - R SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Team Spirit
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Accident Proneness
- Need for Security
- Physical Toughness
- Ability to deal with intimidation
- Memory Skills
- Intelligence Performance
- At Risk Athlete

## Vitals

**No. of questions:** 204

**Question type:** Situational, self-report, skill testing, memory, IQ

**Estimated completion time:** 80 minutes

**Shorter versions of assessment:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, disability, ethnicity)

### Validation Information:

- Sample Size: 1,345
- Cronbach's Alpha: 0.90

## Features

**Benchmarks:** Available (Athletes)

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 17 scales, including:

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which an individual behaves in a diligent, reliable, and ethical manner, is willing to work hard, and plays by the rules.
- **Competitiveness:** Degree to which a player strives to be the best and to win.
- **Accountability:** Willingness to be accountable for one's behavior, decisions, and mistakes.
- **Team Spirit:** Extent to which a player is supportive of and responsible to his/her team.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Assesses the degree to which a player is goal oriented and persistent.
- **Game Preparedness:** Extent to which a person puts a conscientious effort into getting ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a player's mindset and concentration skills.

**Purpose:** FASE - R assesses whether an aspiring football athlete possesses the mental edge that can help him or her succeed in this sport.



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# HASE - R (Hockey Athlete Success Evaluation for adults - Revised)

## APPLICATION:

- ✓ Professional development
- ✓ Training tool
- ✓ Team building

## 17 HASE - R SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Accident Proneness
- Need for Security
- Physical Toughness
- Team Spirit
- Ability to deal with intimidation
- Sportsmanship
- Passion
- Decisiveness

## Vitals

**No. of questions:** 155

**Question type:** Situational, self-report

**Estimated completion time:** 30 minutes

**Shorter versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, disability, ethnicity)

### Validation Information:

- Sample Size: 1,345
- Cronbach's Alpha: 0.90

## Features

**Benchmarks:** Available (Athletes)

**Group Comparisons:** Available

### Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

### Overall Score plus 17 scales, including:

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which an individual behaves in a diligent, reliable, and ethical manner, is willing to work hard, and plays by the rules.
- **Competitiveness:** Degree to which a player strives to be the best and to win.
- **Accountability:** Willingness to be accountable for one's behavior, decisions, and mistakes.
- **Team Spirit:** Extent to which a player is supportive of and responsible to his/her team.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Assesses the degree to which a player is goal oriented and persistent.
- **Game Preparedness:** Extent to which a person puts a conscientious effort into getting ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a player's mindset and concentration skills.

**Purpose:** HASE - R will assess whether a person has the traits and skills needed to be a physical and mental competitor in ice hockey.



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## Vitals

**No. of questions:** 151

**Question type:** Situational, self-report

**Estimated completion time:** 30 minutes

**Shorter versions of assessment:** Yes

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards; EEOC standards (gender, disability, ethnicity)

**Validation Information:**

- Sample Size: 1,345
- Cronbach's Alpha: 0.90

**Purpose:** SPSP - R will assess whether a person has the traits and skills needed to be a physical and mental competitor in European soccer.

### APPLICATION:

- ✓ Professional development
- ✓ Training tool
- ✓ Team building

### 17 SPSP - R SCALES:

- Coachability
- Work Ethic
- Competitiveness
- Accountability
- Self-Control
- Perseverance
- Game Preparedness
- Mental Strength
- Focus
- Accident Proneness
- Need for Security
- Physical Toughness
- Team Spirit
- Ability to deal with intimidation
- Sportsmanship
- Passion
- Decisiveness

## Features

**Benchmarks:** Available (Athletes)

**Group Comparisons:** Available

## Report Includes:

- Summary
- Introduction
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Impression Management
- Advice

## Factors and Scales:

**Overall Score plus 17 scales, including:**

- **Coachability:** Assesses whether an athlete's disposition and attitude are likely to benefit from coaching, or could cause difficulties or friction.
- **Work Ethic:** Extent to which an individual behaves in a diligent, reliable, and ethical manner, is willing to work hard, and plays by the rules.
- **Competitiveness:** Degree to which a player strives to be the best and to win.
- **Accountability:** Willingness to be accountable for one's behavior, decisions, and mistakes.
- **Team Spirit:** Extent to which a player is supportive of and responsible to his/her team.
- **Self-Control:** Ability to regulate and manage emotions and behaviors; to stay disciplined.
- **Perseverance:** Assesses the degree to which a player is goal oriented and persistent.
- **Game Preparedness:** Extent to which a person puts a conscientious effort into getting ready for a game.
- **Mental Strength:** Ability to stay psychologically strong in the face of difficulty and challenge.
- **Focus:** Assesses a player's mindset and concentration skills.



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# CTAA 360 (Coaching & Trainability Attitude Assessment)

## APPLICATION:

- ✓ Personal development
- ✓ Employee development
- ✓ Leadership development
- ✓ Training tool

## Vitals

**No. of questions:** 23

**Question type:** Self-assessment and rating scale

**Estimated completion time:** 10-15 minutes per rater

**Shorter versions of assessment available:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

**Group Comparisons:** Available

## Features

This 360 feedback system consists of a self-assessment for the target and a rating survey for those who are offering their feedback (e.g. managers, direct reports, colleagues, group members, and customers). A team report can be generated for a group of targets to assess the performance of the group as a whole.

### Individual report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Tailored advice

### Team comparison report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Exercises to improve coachability

### Factors and Scales:

**CTAA 360 provides an overall rating, in addition to ratings for the following competencies:**

- Ability to handle criticism
- Openness to learning and improvement
- Willingness to take direction
- Willingness to ask for help
- Drive to succeed
- Humility/Humbleness

CTAA 360 is designed to allow direct reports, peers, and group members to assess the degree to which person is open to feedback, help, and coaching.



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# EES 360 (Employee Engagement Survey)

## Vitals

**No. of questions:** 22  
**Question type:** Self-assessment and rating scale  
**Estimated completion time:** 5-10 minutes per rater  
**Shorter versions of assessment available:** N/A  
**Recommended age level:** 18+  
**Qualification Level:** Class A  
**Compliance:** APA standards  
**Group Comparisons:** Available

## Features

This 360 feedback system consists of a self-assessment for the target and a rating survey for those who are offering their feedback (e.g. managers, direct reports, customers, and colleagues). A team report can be generated for a group of targets to assess the performance of the group as a whole.

### Individual report Includes:

- Introduction
- Overall engagement score
- Breakdown of how the target was rated on each question
- Rater comments (optional)
- Advice
- Suggestions for additional learning materials

### Team comparison report Includes:

- Introduction
- Overall engagement score
- Breakdown of how the team was rated on each question
- Rater comments (optional)
- Coaching tips for managers
- Suggestions for additional learning materials

## Factors and Scales:

### EES 360 provides an overall rating, in addition to ratings for the following competencies:

- Degree of work effort
- Willingness to take initiative
- Taking pride in accomplishments
- Motivation to excel
- Speaking up to management
- Enthusiasm
- Work Quality
- Going above and beyond the call of duty
- Drive toward self-improvement
- Willingness to accept criticism
- Level of accountability
- Drive toward career advancement
- Conduct
- Goal-orientation
- Degree of participation

**Purpose:** The objective of EES 360 is to obtain a snapshot of an employee's current attitude toward their work, their job, and the organization. It offers management insight into the organizational "vibe" and brings to light job issues that they may not be aware of.



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### APPLICATION:

- ✓ Employee development
- ✓ Team building

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# EIQ 360 - R (Emotional Intelligence Quotient)

## Vitals

**No. of questions:** 27  
**Question type:** Self-assessment and rating scale  
**Estimated completion time:** 5-10 minutes per rater  
**Shorter versions of assessment available:** N/A  
**Recommended age level:** 18+  
**Qualification Level:** Class A  
**Compliance:** APA standards  
**Group Comparisons:** Available

## Features

This 360 feedback system consists of a self-assessment for the target and a rating survey for those who are offering their feedback (e.g. managers, direct reports, customers, and colleagues). A team report can be generated for a group of targets to assess the performance of the group as a whole.

### Individual report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Advice & Tips
- Suggestions for additional learning materials

### Team comparison report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Team Exercises
- Suggestions for additional learning materials

## Factors and Scales:

**EIQ 360 provides an overall rating, in addition to ratings for the following competencies:**

- Communication Skills
- Listening Skills
- Conflict-Resolution Skills
- Adaptable Social Skills
- Problem-Solving Skills
- Mentoring Skills
- Ability to read body language
- Empathy
- Social Insight
- Diplomacy
- Coping Skills
- Emotional Selectivity
- Comfort with Emotions
- Compassion
- Self-Control
- Self-Monitoring
- Self-Motivation/Striving
- Authenticity
- Awareness of Strengths and Limitations
- Ambition
- Self-Motivation
- Positive Mindset
- Resilience/Hardiness
- Deliberation
- Rumination

**Purpose:** The objective of EIQ 360 - Ris is to allow an individual to gain insight into how he or she handles emotions as well as interpersonal situations. Emotional intelligence has been shown to have an impact on personal as well as professional success.



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### APPLICATION:

- ✓ Personal development
- ✓ Team building
- ✓ Leadership development

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# LEAP 360 (Leadership Performance)

## Vitals

- No. of questions:** 21
- Question type:** Self-assessment and rating scale
- Estimated completion time:** 10-15 minutes per rater
- Shorter versions of assessment available:** N/A
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards
- Group Comparisons:** Available

## Features

This 360 feedback system consists of a self-assessment for the target and a rating survey for those who are offering their feedback (e.g. managers, direct reports, colleagues, group members, and customers). A team report can be generated for a group of targets to assess the leadership performance of the group as a whole.

### Individual report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Tailored advice

### Team comparison report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Exercises to improve leadership skills

### Factors and Scales:

**LEAP 360 provides an overall rating, in addition to ratings for the following competencies:**

- Problem-Solving Skills
- Conflict-Resolution Skills
- Goal-Setting
- Risk-Taking
- Delegating
- Coaching Skills
- Motivating Skills
- Giving Feedback
- Vision
- Integrity
- Poise
- Drive
- Self-Confidence
- Conscientiousness
- Accountability
- Agreeableness
- Empathy
- Open-mindedness
- Collaboration

LEAP 360 is designed to allow direct reports, peers, and group members to assess the performance of their leader on a variety of traits and competencies.



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#### APPLICATION:

- ✓ Leadership development

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# MANSSA 360 - R (Management Skills and Styles Assessment)

## APPLICATION:

- ✓ Leadership development

## Vitals

- No. of questions:** 31
- Question type:** Self-assessment and rating scale
- Estimated completion time:** 10-20 minutes per rater
- Shorter versions of assessment available:** N/A
- Recommended age level:** 18+
- Qualification Level:** Class A
- Compliance:** APA standards
- Group Comparisons:** Available

## Features

This 360 feedback system consists of a self-assessment for the target and a rating survey for those who are offering their feedback (e.g. managers, direct reports, customers, and colleagues). A team report can be generated for a group of targets to assess the performance of the group as a whole.

### Individual report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Advice
- Suggestions for learning materials

### Team comparison report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Exercises to improve management skills
- Suggestions for learning materials

## Factors and Scales:

**MANSSA 360 provides an overall performance rating, in addition to ratings for 6 overarching factors, broken down into 30 competencies:**

- **Soft Skills:** Includes Soft Skills, Communication Skills, Self-Monitoring, and Sensitivity to Social Cues.
- **Dealing with Employees:** Includes Coaching, Giving Feedback, Comfort with Authority, Flexibility, Rewarding Performance, Motivating, Collaboration, and Perfectionism (standards set for others).
- **Dealing with Stress:** Includes Coping Skills, Optimism, Locus of Control, Perfectionism (standards set for self), and Self-Confidence.
- **Management Skills:** Includes Delegating, Goal Setting, Vision, and Communicating Vision.
- **Management Attributes:** Includes Drive, Integrity, Risk-Taking, Creativity, Decision-Making, and Problem-Solving.
- **Organization:** Includes Organization Skills, Time Management, and Concentration Skills.

**Purpose:** MANSSA 360 - R offers managers an opportunity to rate their own performance and compare it to feedback from employees and direct reports. This can be a humbling experience, but it provides leaders with an opportunity to gain insight into whether their current managerial approach is helping or hindering employees from reaching their full potential.



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# PERR 360 (Performance Review)

## Vitals

**No. of questions:** 70  
**Question type:** Self-assessment and rating scale  
**Estimated completion time:** 20-30 minutes per rater  
**Shorter versions of assessment available:** N/A  
**Recommended age level:** 18+  
**Qualification Level:** Class A  
**Compliance:** APA standards  
**Group Comparisons:** Available

**Purpose:** The goal of the PERR 360 is to evaluate different aspects of an employee's performance in order to gain insight into his/her strengths and where improvement is needed.

### APPLICATION:

- ✓ Employee development
- ✓ Leadership development



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## Features

This 360 feedback system consists of a self-assessment for the target and a rating survey for those who are offering their feedback (e.g. managers, direct reports, customers, and colleagues). A team report can be generated for a group of targets to assess the performance of the group as a whole.

### Individual report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Advice
- Suggestions for learning materials

### Team comparison report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Coaching tips for managers
- Suggestions for learning materials

### Factors and Scales:

**PERR 360 provides an overall performance rating, in addition to ratings for 5 overarching factors, broken down into 31 competencies:**

- **Work Ethic:** Assesses the manner in which a person completes tasks and conducts himself/herself in the workplace. Includes Diligence, Dedication to Self-Improvement, Attendance, Integrity, Accountability, Productivity, Quality of Work, Results Orientation, and Resourcefulness.
- **Work Attitudes:** Assesses attitudes towards one's job. Includes Engagement, Proactiveness and Initiative, Flexibility, Customer Orientation, Coping with Stress, and Self-motivation.
- **Interpersonal Skills:** Ability to interact effectively with others. Includes Communication Skills, Listening Skills, Conflict-Resolution Skills, Agreeableness, Assertiveness, and Helpfulness.
- **Organization Skills:** Assesses whether an individual has a systematic and organized work approach. Includes Time Management, Orderliness, Organized Work Approach, Goal-Setting, and Prioritizing.
- **Competencies:** Assesses various work skills that contribute to an individual's job success in the short and long-term. Includes Technical Skills, Team Player, Leadership Behavior, Decision-making, and Job Proficiency.

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# TEAM 360 (Team Effectiveness Assessment Matrix)

## Vitals

**No. of questions:** 102  
**Question type:** Self-assessment and rating scale  
**Estimated completion time:** 30-40 minutes per rater  
**Shorter versions of assessment available:** N/A  
**Recommended age level:** 18+  
**Qualification Level:** Class A  
**Compliance:** APA standards  
**Group Comparisons:** Available

**Purpose:** TEAM 360 allows members of a team to rate each other's performance in a number of different areas. This can provide the team and management with insight into how well the current members work together, and whether there are issues that will need to be addressed in order for the team to perform at its best.

### APPLICATION:

- ✓ Employee development
- ✓ Leadership development



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## Features

This 360 feedback system consists of a self-assessment for the target and a rating survey for those who are offering their feedback (e.g. managers, direct reports, customers, and colleagues). A team report can be generated for a group of targets to assess the performance of the group as a whole.

### Individual report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Advice
- Suggestions for learning materials

### Team comparison report Includes:

- Introduction
- Graphs
- Detailed narrative interpretation
- Rater comments (optional)
- Coaching tips for managers
- Suggestions for learning materials

## Factors and Scales:

**TEAM 360 provides an overall performance rating, in addition to ratings for 5 overarching factors, broken down into 29 competencies:**

- **Conscientiousness:** Assesses factors related to productivity in terms of quantity and quality. Includes Accountability, Time Management, Diligence, Motivation, and Progress-tracking.
- **Social Skills:** Ability to interact well with others. Includes Communication Skills, Listening Skills, Assertiveness, Conflict-Resolution Skills, Diplomacy, and Mentorship/Leadership Potential.
- **Poise:** Ability to maintain composure, especially in difficult situations. Includes Adaptability, Openness to Feedback/Criticism, Stress Management, and Emotional Management.
- **Cohesiveness:** Assesses the effectiveness and congeniality of the current team structure. Includes Collaborativeness, Goal Alignment, Role Clarity, Team Mentality, and Perception of Compatibility.
- **Problem-Solving Skills:** Assesses whether current the problem-solving approach is conducive to effective resolution. Includes Research Skills, Brainstorming Skills, Open-mindedness, Originality, Critical Thinking Skills, Decision-Making/Judgment, Planning, Implementation, and Evaluation of Progress.

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# TESS 360 (Team Effectiveness Survey System)

## APPLICATION:

- ✓ Team building

## Vitals

**No. of questions:** 88

**Question type:** Rating scale

**Estimated completion time:** 15-20 minutes per rater

**Shorter versions of assessment available:** N/A

**Recommended age level:** 18+

**Qualification Level:** Class A

**Compliance:** APA standards

**Group Comparisons:** Available

## Features

This 360 feedback system consists of a rating survey that allows the members of a team to rate the team's performance in various areas. Are you looking to assess more than one team? The 360 system can generate an aggregated report that combines and quantifies the performance of all teams collectively.

### Single team report Includes:

- Introduction
- Overall team performance score
- Breakdown of the team's performance in 19 areas
- Rater comments (optional)
- Advice

### Team comparison report Includes:

- Introduction
- An overall aggregated performance score of all the different teams
- Breakdown of the teams' performance in 19 areas
- Rater comments (optional)
- Advice

## Factors and Scales:

**TESS 360 provides an overall performance rating, in addition to ratings for 3 overarching factors, broken down into 19 competencies:**

- **Work Structure:** Assesses the manner in which tasks are completed and how the team approaches work. Includes Accountability, Empowerment, Adaptability, Goal-orientation, Goal Clarity, Time Management Skills, Networking Skills, Project Management, and Mentorship/Leadership.
- **Social Structure:** Assesses group interaction and conduct. Includes Communication Skills, Conflict-Resolution Skills, Role Clarity, Problem-Solving Skills, Managerial Support, and Openness to Feedback.
- **Group Cohesion:** Overview of group unity; assesses the bond between team members, or lack thereof. Includes Cooperation, Compatibility, Motivation, and Goal Alignment.

**Purpose:** TESS 360 is designed to assess a team's performance as a whole. The entire group is asked to provide feedback on the manner in which projects are completed, how the team interacts, and whether there is a strong sense of team spirit. This 360 will also bring to light any issues that are hindering the group from reaching their full potential.



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