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President
The Inside Mind
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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.
AMI - R (Assessment of Multiple Intelligences - Revised)

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

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: 1690
- 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 person’s demeanor in terms of approachability and cooperativeness.
- Conscientiousness: Assesses whether a person is productive, organized, and reliable.
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: 3781
- 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: Assess 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 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.
ARS - R2 (Assertiveness Rating Scale - 2nd Revision)

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: 6717
- Cronbach’s Alpha: 0.91

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.
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: 1335
- 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.
CADVP - R (Career Advancement Profile - Revised)

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 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.
CAMOP - R2 (Career Motivation Profile - 2nd Revision)

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: 1194
- Cronbach’s Alpha range: 0.40 to 0.87

Features

Benchmarks: Available (general population and 26 industries)
Interview Questions: Available
Group Comparisons: Available
360 Version: 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.

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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: 5271
- 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.

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

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: 5285
- 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.
CAPSAT - R (Creativity & Problem-Solving Aptitude Test - Revised)

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

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.
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 – SR 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.
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

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.
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.
CLAA - R2 (Clerical Aptitude Assessment - 2nd Revision)

Vitals

No. of questions: 175
Question type: Self-assessment, situational, skill testing
Estimated completion time: 120 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: 791
- Cronbach's Alpha: 0.95

Features

Benchmarks: Available (general population and Clerical Workers)
Interview Questions: Available
Group Comparisons: Available
360 Version: 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 21 scales:
- Professionalism: Ability to perform tasks in a conscientious manner.
- Emotional Stability: Ability to manage stress and remain poised.
- Agreeableness: Ability to get along with others; a pleasant demeanor.
- Clerical Aptitude: Assesses knowledge, skills and abilities needed for clerical-type tasks.
COMSA - R2 (Communication Skills Assessment - 2nd Revision)

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

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

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.
COSA - R2 (Coping Skills Assessment - 2nd Revision)

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: 8998
  ● Sample Size:
  ● 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.
CSP - R3 (Customer Service Profile - 3rd Revision)

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: 1187  
- 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.
CTAA (Coaching & Trainability Attitude Assessment)

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

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.
DISCPP (DISC Personality Profile)

Vitals

- **No. of questions:** 193
- **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 (gender, age, disability)

**Validation Information:**
- Sample Size: 617
- Cronbach’s Alpha range: 0.76 to 0.89

Features

- **Benchmarks:** Available (general population and 12 industries)
- **Interview Questions:** Available
- **Group Comparisons:** Available
- **360 Version:** Available

**Report Includes:**
- Summary
- Introduction
- DISC Type (based on the four main factors)
- Graphs
- Detailed narrative interpretation
- Strengths and Limitations
- Advice

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.
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: 1923
- Cronbach's Alpha: 0.92

Features

Benchmarks: Available (general population and 21 industries)
Interview Questions: Available
Group Comparisons: Available
360 Version: 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.

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

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

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\(^1\))
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.

\(^1\) People with a disability significantly outscores those without on Soft Skills.
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\(^1\), disability)

Validation Information:  
- Sample Size: 1222  
- 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.

\(^1\) Caucasians were significantly outsore by Asians and Blacks on Status-seeking

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

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

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

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)

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

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.
GSSA - R (Goal-Setting Skills Assessment - 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: 9654
- Cronbach’s Alpha: 0.91

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.

Purpose: GSSA will evaluate whether a person’s goal-related attitude and behavior are conducive to success.
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: 1943
- 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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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: 1942
- 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.
ITAPAP - R (IT Aptitude Personality & Attitude Profile - Revised)

Vitals

No. of questions: 133 plus additionall (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: 1045
- 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 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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LCAST - R2 (Locus of Control & Attribution Style Test - 2nd Revision)

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)

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.

1 Caucasians significantly outscored Middle Easterners on Impact of Upbringing and Heredity

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

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.

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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: 1591
- 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 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.
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 will assess how attentive a person is to a speaker, and whether he or she is an active participant in the listening process.
MANSSA - Ab (Management Skills and Styles Assessment - Abridged)

Vitals

No. of questions: 186
Question type: Situational, self-report, IQ
Estimated completion time: 55 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: 4988
- Cronbach's Alpha: 0.97

Features

Benchmarks: Available (general population and Managers)
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 6 factors, divided into 30 scales:
- Intrapersonal Skills: Assesses personal qualities related to poise and control.
- Interpersonal Skills: Assesses ability to interact appropriately with others.
- Executive Skills: Assesses ability to run a business effectively.
- Leadership Ability: Assesses overall leadership ability and potential.
- Transactional Leadership: Ability to set clear guidelines for behavior, reward good performance, punish poor performance, provide feedback, and assign tasks to employees.
- Transformational Leadership: Ability to motivate and coach employees to perform to the best of their ability.
MANSSA - R4 (Management Skills and Styles Assessment - 4th Revision)

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.

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

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: 1734
  ● 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.

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MEIQ - HR (Multidimensional Emotional Intelligence Quotient - Human Resources Version)

Vitals

No. of questions: 115
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, divided into 20 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.
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: 9454
- 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 measures several factors of intelligence, namely logical reasoning, math skills, language abilities, spatial relations skills, knowledge retained and the ability to solve novel problems.
MVIT - R (Multidimensional Verbal Intelligence Test - Revised)

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: 8600
- 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 assesses different aspects of verbal intelligence. Please note: This assessment is meant for people whose first language is English.

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NAPA - R (Nursing Aptitude and Personality Assessment - Revised)

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)

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.

1 Non-disabled group outscored the disabled group on Arithmetic

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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: 3195  
- 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.
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 (gender, age, disability)
Validation Information:
- Sample Size: 9954
- 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 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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1 Blacks scored significantly lower than Caucasians, Middle Easterners, and “Other” ethnicity
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.

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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.
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: 7459  
- 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 is designed to determine a person’s level of comfort with risk-taking, and how it could affect his or her career.
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, disabilty, ethnicity)

Validation Information:
- Sample Size: 3664
- 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 will assess whether an individual becomes defensive in response to constructive feedback.
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 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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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: 1419  
- 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.
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 assesses a person's ability to mentally manipulate 3D objects.
SLPro - R2 (Success Likelihood Profile – 2nd Revision)

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: 1045
- 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 an in his/her abilities.
- Sense of control over success potential: Assesses whether a person attributes success to internal or external forces.

Purpose: SLPro will assess whether there are any potential psychological obstacles that could limit an individual’s likelihood for success.
SMAPAP (Store Manager Aptitude Personality & Attitude Profile)

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: 1250
   • 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)

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: 1247
- 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.

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

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: 9041
  ● 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.

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TEAMRP (Team Role Profiler)

Vitals

No. of questions: 43
Question type: Self-assessment, situational, multiple choice
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, 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.
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

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

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 will assess a person's work orientation, along with some possible reasons why he or she leans towards this preference.
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

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.
VaPro - R4 (Values Profile – 4th Revision)

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: 2163
- 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.
VoSPA - R (Vocational Style & Personality Assessment - Revised)

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: 5664
- 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 31 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.
VoSPA - St - R (Vocational Style & Personality Assessment - For Students - Revised)

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: 5664
- 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 31 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.
WALA - R (Work Accident Likelihood Assessment - Revised)

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: 4945  
- 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.
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.
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 is intended to provide supplemental information on a person’s potential for dishonest behavior in the nment.
**WWAT - R (Warehouse Worker Aptitude Test - Revised)**

**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 assesses whether a person possesses the right skills and personality for a warehouse position.

* Added for informational purposes only. They do not contribute to the overall score.
AMQ - R2 (Anger Management Questionnaire - 2nd Revision)

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

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.

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

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AnxSyS – R2 (Anxiety Symptom Screener -2nd Revision)

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: 7730
  ● Cronbach’s Alpha: 0.94

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.
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
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

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
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

OTHER MENTAL HEALTH ISSUES ASSESSED:
- Suicide Risk
- Self-Injury
- Bullying

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

Application:
- Therapy and Counseling

Purpose: This test, oriented toward teenagers, screens for eight mental health disorders as well as other issues that can impact well-being.
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
BSS - NSF - R2 (Burnout Symptom Screener - For Non-Service Fields - 2nd Revision)

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: 8386
- Cronbach's Alpha: 0.95

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.

Purpose: BSS-NSF will assess whether a person is at risk of developing burnout. This test is designed for people in industries other than service.
BSS - SF - R2 (Burnout Symptom Screener - For Service Fields - 2nd Revision)

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: 8967  
- Cronbach's Alpha: 0.94

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.
DepSyS - R (Depression Symptom Screener - Revised)

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: 31,442
  ● Sample Size:
  ● 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.
EMEBA (Emotional Eating Behavior Assessment)

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: 5743
- 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.
MEIQ - R7 - Ab (Multidimensional Emotional Intelligence Quotient - 7th Revision - Abridged)

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 25 scales:

Emotional Identification, Perception, and Expression: Ability to characterize emotions in one-
self 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.
MEIQ - R7 (Multidimensional Emotional Intelligence Quotient - 7th Revision)

Vitals

No. of questions: 234
Question type: Situational, self-report, skill testing
Estimated completion time: 85 minutes
Shorter versions of assessment: Yes
Recommended age level: 18+
Qualification Level: Class A
Compliance: APA standards

Validation Information:
- Sample Size: 821
- Cronbach’s Alpha: 0.95

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
- Impressment Management
- Advice

Factors and Scales:

Overall Score plus 5 factors, divided into 29 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.
- Moderating Emotional Intelligence Factors: Factors that play a role in the way emotions are perceived, understood, expressed, and managed.

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MEIQ - R9 (Multidimensional Emotional Intelligence Quotient - 9th Revision)

Vitals

No. of questions: 221
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 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.
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 has challenges rather than setbacks.

Purpose: PsyHP evaluates three key factors that form the basis of psychological hardness, and assesses whether a person is able to deal with setbacks and hardships.
SWLPS - R3 (Surgical Weight Loss and Psychological Screening - 3rd Revision)

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: 8467
- Cronbach's Alpha: 0.96

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.
TAPP - R2 (Type A Personality Profile - 2nd Revision)

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: 7615
- 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.
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

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ACE (Athletic Competition Evaluation for 10 - 13 year olds)

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: 1345  
  • Cronbach's Alpha: 0.90

Features

Benchmarks: Available (general population and sports industry)  
Group Comparisons: Available  
Report Includes:  
  • Summary  
  • Introduction  
  • Graphs  
  • Detailed narrative interpretation

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: A.C.E. 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.
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: 1345
- 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.

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ASE Individual - R (Athlete Success Evaluation for adults - Revised)

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: 1345  
- 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 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.
ASE Team - R (Athlete Success Evaluation for adults - Revised)

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: 1345  
- 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.
BASE - R2 (Baseball Athlete Success Evaluation for adults - 2nd Revision)

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: 1345
- 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 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)

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: 1345
● 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.

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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: 1345
- 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: Assess a player’s mindset and concentration skills.
- Need for Stability: Assess 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.

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CASEI - R (College Athlete Success Evaluation – Individual Sports - Revised)

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: 1345
- 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 him/herself or others at risk.

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CASET - R (College Athlete Success Evaluation – Team Sports - Revised)

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: 1345
- 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.

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FASE - R (Football Athlete Success Evaluation for adults - Revised)

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: 1345
- 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 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)

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: 1345
- 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 will assess whether a person has the traits and skills needed to be a physical and mental competitor in ice hockey.

APPLICATION:
- Professional development
- Training tool
- Team building

17 HASE 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
SPSP - R (Soccer Player Success Profile - Revised)

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: 1345  
- 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.  
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- 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.
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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EIQ 360 (Emotional Intelligence Quotient)

Vitals

No. of questions: 14  
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  
Suggestions for additional learning materials

Team comparison report Includes:

- Introduction  
- Graphs  
- Detailed narrative interpretation  
- Rater comments (optional)

Coaching tips for managers  
Suggestions for additional learning materials

Factors and Scales:

EIQ 360 provides an overall rating, in addition to ratings for the following competencies:

- Problem-Solving  
- Social Insight  
- Empathy  
- Coping Skills  
- Emotional Selectivity  
- Adaptable Social Skills  
- Conflict-Resolution Skills  
- Awareness of Strengths and Limitations

- Comfort with Emotions  
- Positive Mindset  
- Self-Control  
- Resilience/Hardiness  
- Self-Motivation/Striving  
- Deliberation

Purpose: The objective of EIQ 360 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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MANSSA 360 (Management Skills and Styles Assessment)

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:

- **Dealing with Employees**: Includes Coaching, Giving Feedback, Comfort with Authority, Flexibility, Rewarding Performance, Motivating, Collaboration, and Perfectionism (other-oriented).
- **Dealing with Stress**: Includes Coping Skills, Optimism, Locus of Control, Perfectionism (self-oriented), 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.

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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

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.
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

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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