



CTPI-R

Assess work personality and management skills

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



114 questions



25-30 minutes



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



Executives and managers

OBJECTIVES

- Recruitment
- Career management
- Skills assessment

KEY FEATURES

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

DETAILS

The assessment examines 19 dimensions categorised into 4 groups:

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

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

The following table summarises the candidate's results from the questionnaire. The column on the right describes the main factor. The column on the left describes the opposing factor. The "0" represents where the candidate stands in relation to the dimension. The closer the closer the "0" is to the right, stronger the candidate's tendency for the main factor. The closer the "0" is to the left, stronger the candidate's tendency for the opposing factor.

Opposing factor	A	B	C	D	E	F	G	H	I	J	K	Main factor
PEOPLE MANAGEMENT												
Assertiveness (1)												Assertiveness
Control/Power (1)												Control/Power
Affiliation (1)												Affiliation
Tactical (1)												Tactical
Trust (1)												Trust
Developing others (1)												Developing others
PERCEPTION MODE												
Conscientiousness (1)												Conscientiousness
Rational (1)												Rational
Rule conscious (1)												Rule conscious
SELF MANAGEMENT												
Self-confidence (1)												Self-confidence
Lively (1)												Lively
Emotional stability (1)												Emotional stability
Optimism (1)												Optimism
Surpassing (1)												Surpassing
Commitment (1)												Commitment
CHANGE MANAGEMENT												
Visionary (1)												Visionary
Action-orientated (1)												Action-orientated
Adaptability (1)												Adaptability
Experimental (1)												Experimental

Sample Question

I give more value to:

- Intuition and flair
- Logic and reason

Report Presentation

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

Graph

