

# Global Personality Inventory

## Overview

Personality is a key component to help organisations select the right people, both when recruiting externally and when promoting and developing internally. The GPI is designed to provide businesses with information on the aspects of an individual's behavioural style that will impact on their performance of competencies at work. The GPI can be used for the selection, development and coaching of professional and managerial staff. The GPI is the latest and most comprehensive personality assessment to enter our market.

The normative and validation data for the GPI was collected on all levels of employees across several countries with a focus on middle managers, professionals and executives. It has been shown to have measurement equivalence across cultures.

Underpinning performance on job competencies are 37 specific personality traits, all of which are assessed by the GPI.

<b>Job Level:</b>	Mid-level to Executive
<b>Job Family/Title:</b>	Supervisors, managers, professionals and executives
<b>Localizations Available:</b>	UK

## Details

<b>Time Recommended:</b>	60 minutes
<b>Number of Questions:</b>	300
<b>Number of Sitzings:</b>	One
<b>Designed for Unproctored Environment:</b>	No
<b>Question Format:</b>	Multiple choice

## Knowledge, Skills, Abilities, and Competencies Measured

**Thinking:** Measures the ability to use successful thinking strategies to solve problems, make decisions, and create unique ideas or work products.

**Planning and Execution:** Measures the ability to plan and execute tasks or projects and to be self-disciplined in one's approach to work.

**Facilitating Leadership:** Measures the ability to take a leadership role within the organisation, to take responsibility for guiding others' actions and getting others to view and do things in a certain way.

**Derailing Leadership:** Measures the ability to use quasi-leadership tactics or to engage in various behaviours that may prove successful in changing others' behaviour in the short-term but ultimately cause the leader to fail or lose the support of those around him or her.

**Interpersonal Nature:** Measures the ability to engage in interpersonal behaviours that are socially appropriate and that lead to positive relationships with others.

**Motivation:** Measures the tendency to demonstrate motivated behaviour that leads to successful work outcomes.

**Individual Work Orientation:** Measures the ability to engage in independent, sometimes self-serving, behaviours that can be beneficial in jobs that require a relatively high degree of independence.

**Collective Work Orientation:** Measures the ability to engage in behaviours that serve the well being of a group or organisation.

**Self-Management:** Measures the ability to be in control of one's attitudes and behaviours.

## Sample Questions

### 1. Under certain circumstances it is ok to break the rules

- a. Strongly Disagree
- b. Disagree
- c. Neutral
- d. Agree
- e. Strongly Agree

### 2. I like to spend time thinking about what might be said in meetings before I go to Them

- a. Strongly Disagree
- b. Disagree
- c. Neutral
- d. Agree
- e. Strongly Agree

### 3. People can serve as excellent tools for getting what you want or need

- a. Strongly Disagree
- b. Disagree
- c. Neutral
- d. Agree
- e. Strongly Agree

### 4. At times I have trouble making myself concentrate on my work

- a. Strongly Disagree
- b. Disagree
- c. Neutral
- d. Agree
- e. Strongly Agree

### 5. I am good at summarizing the main points of a discussion

- a. Strongly Disagree
- b. Disagree
- c. Neutral
- d. Agree
- e. Strongly Agree

### 6. I don't mind changing plans at the last minute

- a. Strongly Disagree
- b. Disagree
- c. Neutral
- d. Agree
- e. Strongly Agree

## Sample Report

Session: 25438466456305		Email Session									
Library Name: None		Completed: 3/26/08 5:07 PM									
Started: 3/26/08 4:13 PM		ExternalCode:									
Candidate:		Phone:									
Email:		State/Province:									
Hiring Team: Default Hiring Team (previsor)											
City:											
Test: Global Personality Inventory - UK		Email Test									
	Percentile Score	10	20	30	40	50	60	70	80	90	
<b>Thinking - UK</b>	<b>0</b>	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Innovativeness/Creativity - UK	4	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Thought Agility - UK	1	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Thought Focus - UK	1	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Vision - UK	3	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
<b>Planning and Execution - UK</b>	<b>12</b>	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Attention to Detail - UK	30	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Work Focus - UK	5	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
<b>Facilitating Leadership - UK</b>	<b>1</b>	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Influence - UK	4	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Taking Charge - UK	1	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
<b>Debilitating Leadership - UK</b>	<b>1</b>	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Ego-Centred - UK	22	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Intimidating - UK	2	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Manipulation - UK	6	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Micro-Managing - UK	2	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Passive-Aggressive - UK	2	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
<b>Interpersonal Nature - UK</b>	<b>1</b>	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Consideration - UK	2	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Empathy - UK	5	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Sociability - UK	12	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			
Social Astuteness - UK	6	[Red bar from 0 to 30]			[Yellow bar from 30 to 70]			[Green bar from 70 to 90]			