



# 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 main 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 "4" represents where the candidate stands in relation to the dimension. Therefore the closer the "4" is to the right, stronger the candidate's tendency for the main factor. The closer the "4" 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
<b>PEOPLE MANAGEMENT</b>												
Attention (1) Social, solitary, detached												Affiliation Warm, generous, pleasant
Assertiveness (1) Insubordinate, Confronting, Easy to influence												Assertiveness Firm, Laissez-faire, Defending holder point of view
Control/Power (1) Manager, Laissez-faire, Non-assertive												Control/Power Strategic, Laissez-faire, Authoritative
Developing others (1) Protective, Assuring, and Self-learning												Developing others Encouraging, Supportive, Encouragement, Assistance
Tactical (1) Spontaneous, Authentic, Vigilant												Tactical Strategic, Strategic, Alertness
Trust (1) Rational, Suspicious												Trust Trust others easily
<b>PERCEPTION MODE</b>												
Rule consciousness (1) Rational												Rule consciousness Emotional, Sensing values, Laissez-faire
Conscientiousness (1) Disorganised, Sometimes imprudent												Conscientiousness Organised, Organized, Thorough
Emotional stability (1) Sensitive, Focus attention to one's own feelings												Emotional stability Stable, Unemotional, Self-controlled
<b>SELF MANAGEMENT</b>												
Commitment (1) Separates work and professional life												Commitment Involved, Dedicated, Workaholic
Self-confidence (1) Reserved, Cautious, Composed												Self-confidence Confident, Self-assured, Audacious
Optimism (1) Pessimistic, Realistic, Easily discouraged												Optimism Pessimistic, Realistic, Discouraged easily from failures
Emotional stability (1) Lacks confidence, Self-doubting												Emotional stability Stable, Unemotional, Self-controlled
Surpassing (1) Emotional, Hesitant, Perseverant												Surpassing Ambitious, Competitive, Desire for success
<b>CHANGE MANAGEMENT</b>												
Action-orientated (1) Tends to change with action												Action-orientated Tends to change with action
Adaptability (1) Flexible, Adapts well to change												Adaptability Flexible, Adapts well to change
Experimental (1) Tends to change with action												Experimental Flexible, Adapts well to change

### 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

