

GPS General Personality Screening

Suitable for

Screening job applicants

Work personality traits

- 12 key aspects of personality that impact work style and performance
- Optional modules for Sales Orientation and Risk Taking

Insight on faking

- 3 special inbuilt measures to check for faking
- Group report includes caution warnings to recruiters

Delivery options

- Ideal profile to assess 'fit' with the job
- Online or Paper & Pencil
- Time: 10-15 minutes
- Group report
- Company branding

Overview

The GPS helps assess applicants as part of a job hiring process. With the GPS, large numbers of applicants can be screened on the likely fit of their personality with the role, the company, or with work competencies. This is achieved in a reliable, fast and cost-effective way by measuring 12 core personality characteristics related to work performance in most situations. Group reports quickly highlight potential fit, and include warnings to recruiters of potential faking. GPS is built with customization in mind, so additional aspects of personality (e.g. Sales Orientation) can also be measured to suit a company's needs.

Personality

GPS focuses on 6 main areas where personality has an impact on work style and performance: Connecting, Influencing, Conscientiousness, Openness, Drive, and Pressure Tolerance. Each area is measured by two factors, so 12 aspects of personality are used overall.

Flexible

Additional personality factors can be measured if required. A 'Sales Orientation' module is available to directly assess a person's comfort with sales tasks or sales careers. A 'Risk-taking' module is also available.

Ideal Profile

We first help you create an 'ideal' profile – a process that maps personality characteristics onto the job/role. Candidates scores are compared against this profile.

Faking

In selection for employment, some candidates do try to manipulate their answers to questionnaires or to 'fake'. The GPS has 3 in-built ways to check for this 'impression management' so that recruiters can be aware of potential issues.

Reporting

Group reports: Produced in Excel format or on our Chivas online system. Individual reports can be produced on request and be made accessible online to facilitate easy feedback to applicants.

Comparison groups: The default graduate norm is available but candidates in a large assessment programme can be compared against each other.

Secure

High-volume testing via the internet raises issues of security and data loss. Chivas uses a special data protection technology to ensure that, once a test is launched, test data will be saved even if the internet connection goes down. Over 100,000 tests were run last year without a single loss of data. Chivas also employs high capacity servers with robust firewalls and frequent back-up routines so it can cater for up to 5,000 concurrent test-takers.

Properties

GPS scale reliabilities range from (α) 0.73- 0.85 and have stable factor structures. Further validity studies are underway but as the scales are based on the Big 5 model of personality, similar construct and criterion validity relationships are expected.

