

TD-12 Personality Risk Assessment

Insight

- Risks of counterproductive work behaviours
- Potential problems with integrity and resilience

Applications

- Selection screening
- Development
- For all roles

Test format

- Online questionnaire
- 15-20 minutes

Overview

The TD-12 is a self-report questionnaire that screens job applicants for 12 personality characteristics linked with a range of counterproductive work behaviours (CWB). This unique insight increases the chance of identifying 'risky' hires.

Based on research into personality dysfunction, the TD-12 investigates traits not covered by standard personality questionnaires. These traits are related to key workplace issues such as compliance, integrity, interpersonal conflict, stress tolerance, and toxic leadership.

Practical interpretation training is needed to use the CORE series of reports, and full training is required to use the main TD-12 reports.

Use

Mainly used to screen job applicants, and especially for jobs with higher related risks for an organisation, its employees or its clients. For example, jobs with:

- Access to money, confidential information or dangerous materials
- Access to vulnerable people (e.g. children, the sick, elderly people)
- High physical safety risks
- A need for high levels of integrity and self-control
- A need for reliable judgement under pressure

Measures

12 dysfunctional personality traits

- Distant
- Vigilant
- Resistant
- Defiant
- Cautious
- Reliant
- Meticulous
- Volatile
- Concerned
- Expressive
- Self-centred
- Eccentric

Also includes 4 in-built faking indicators.

Reports

For managers: **Insight Report**

For expert view: **Profile Report**

For all staff: **CORE Report**

For sales staff: **CORE*SALES**

Psychometrics

The Chinese version of the TD-12 has been researched since 2010. It demonstrates very strong psychometric properties in both selection and development contexts. Full details are available in the TD-12 Technical Guide.

How it looks

