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**personality
&
development**

brochure

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Why use KCP online personality questionnaires

Effective performance in any job depends on:

- **Ability** - the physical or mental power or skill needed to do something
- **Personality** - the special combination of qualities in a person that makes that person different from others, as shown by the way the person behaves, feels, and thinks
- **Motivation** - the enthusiasm for doing something

The absence of a fit between any of these characteristics and job requirements will inevitably lead to under-performance.

However, the *single* greatest component of effectiveness is personality.

Analyses of the differences between above average and below average performers consistently demonstrates that approximately 80% of the variance is accounted for by behavioural characteristics - personality.

A robust selection or promotion assessment should therefore include tests of ability and exploration of personality and motivation.



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CLICK THE GRAPHIC TO LOAD THE TOOL

KCP Testfinder

Job Type



Click to select job level ▾

Characteristics



Recommendations



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MAPP managerial and professional profiler

Who

Senior executives, managers and professionals

What

The Managerial and Professional Profiler (MAPP) is a unique normative, self-report personality and motivation questionnaire. It provides an assessment of typical preferences on 19 personality dimensions (clustered in People, Task and Feelings domains), and 14 motivational and values dimensions.

MAPP was developed as an integrated questionnaire which explores BOTH personality and motivational dimensions.

Whilst other questionnaires give an insight into underlying personality traits and behavioural preferences, MAPP includes the important **fourth dimension** of values and motivation.

Extensive research and experience over 30 years as occupational psychologists with real-life experience as senior managers enabled us to develop a questionnaire that avoids scale redundancy and focuses on critical behaviours at the most senior levels.

MAPP scales

PEOPLE

Affectionate
Sociable
Confident
Convincing
Perceptive
Candid
Assertive
Uncompromising

TASK

Free-Thinking
Strategic
Intuitive
Distractable
Systematic
Cautious

FEELINGS

Self-Assured
Anxious
Sensitive
Expressive

VALUES

Material Wealth
Competition
Results
Recognition
Personal Authority
Responsibility
Intellect
Novelty
Self-Expression
Altruism
Intimacy
Levity
Security
Work

Why

- highly reliable
- shorter version for pre-screening (MAPP-8)
- insights into potential satisfiers/dissatisfiers with both job content and organisation culture
- explore performance, absenteeism and turnover
- competitive pricing - buy from one unit upwards

MAPP outputs

MAPP outputs are available for executive use, preparation for interviews, developmental reports for candidates and include predictions about Psychological Type and Big Five Traits, team roles and style of leadership, as well as summaries of potential strengths and limitations against core management competencies.

■ **MAPP Executive Profile** ([view](#))

Detailed graphical presentation of interpersonal style, approach to work, resilience and emotional responses, values and motivation. the profile chart also includes predictions of psychological type, the five factor model, leadership style scores, team roles, and management competencies.

■ **MAPP Assessor Report**

A full narrative report on each of the four MAPP domains, a summary of strengths and limitations, and interview questions for detailed exploration of these.

■ **MAPP Candidate Feedback Report**

A detailed narrative report and developmental suggestions.

Training requirements for MAPP users

Access to the MAPP Executive Profile is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The MAPP Assessor Report and MAPP Feedback Report do not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free MAPP Upgrade programme

QUOTATION FROM THE BRITISH PSYCHOLOGICAL SOCIETY'S REVIEW OF PERSONALITY INSTRUMENTS

“Overall, the MAPP is a well constructed, easy-to-use questionnaire which gives information on a range of occupationally relevant scales relating not only to personality but also to work-related values. It is, therefore, a potentially powerful instrument for the full range of uses in employee selection, development and guidance at the managerial and professional level and offers considerably more than many other popular instruments which deal exclusively with personality.”

GPP graduate personality profiler

Who

Graduates and undergraduates

What

The Graduate Personality Profiler (GPP) is a version of MAPP with modified items appropriate for those with little or no work experience. It provides an assessment of typical preferences on 19 personality dimensions (clustered in People, Task and Feelings domains), and 14 motivational and values dimensions.

GPP scales

PEOPLE

Affectionate
Sociable
Confident
Convincing
Perceptive
Candid
Assertive
Uncompromising

TASK

Free-Thinking
Strategic
Intuitive
Distractable
Systematic
Cautious

FEELINGS

Self-Assured
Anxious
Sensitive
Expressive

VALUES

Material Wealth
Competition
Results
Recognition
Personal Authority
Responsibility
Intellect
Novelty
Self-Expression
Altruism
Intimacy
Levity
Security
Work

Why GPP

- quick to administer
- suitable for mass pre-screening
- competitively priced – no expensive licensing or leasing fees
- broad range of uses - selection, development, placement and career counselling

GPP outputs

GPP outputs are available for executive use, preparation for interviews, developmental reports for candidates and include predictions about Psychological Type and Big Five Traits, team roles and style of leadership, as well as summaries of potential strengths and limitations against core management competencies.

■ **GPP Profile** ([view](#))

Detailed graphical presentation of interpersonal style, approach to work, resilience and emotional responses, values and motivation. the profile chart also includes predictions of psychological type, the five factor model, leadership style scores, team roles, and management competencies.

■ **GPP Assessor Report**

A full narrative report on each of the four GPP domains, a summary of strengths and limitations, and interview questions for detailed exploration of these.

■ **GPP Candidate Feedback Report**

A detailed narrative report and developmental suggestions.

Training requirements for GPP users

Access to the GPP Executive Profile is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The GPP Assessor Report and GPP Feedback Report do not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free MAPP Upgrade programme.

PMP personality and motivation profiler

Who

Non-managerial staff including sales, customer service and call centre personnel, telesales, administrative and IT support roles

What

The PMP is a self-report personality and motivation questionnaire specifically designed for non-managerial positions. It provides an assessment of typical preferences on **22** personality and motivational dimensions relevant to effective performance.

The PMP is an integrated questionnaire that explores BOTH personality and motivational dimensions. Whilst other questionnaires may give an insight into underlying personality traits and behavioural preferences, the PMP continues KCP's approach of including the critical fourth dimension of values and motivation.

PMP scales

INTERPERSONAL

Sociable
Confident
Convincing
Empathetic
Team-focused
Flexible

TASK

Proactive
Innovative
Systematic
Detailed
Reliable

PERSONAL

Resilient
Positive
Energetic

WORK

Results
Change
Self-directing
Work
Material Wealth
Competition
Recognition

Why PMP

- rapid, comprehensive administration - typically 25 minutes or less
- provides insights for use with current role and development possibilities
- competitively priced – no expensive licensing or leasing fees
- broad range of uses - selection, development, coaching and counselling

PMP outputs

PMP outputs are available for executive/line manager use, preparation for interviews and developmental reports for candidates.

- **PMP Profile** ([view](#))
Detailed graphical presentation of interpersonal style, approach to work, resilience and emotional responses, and motivation.
- **PMP Assessor Report**
A full narrative report on each of the four PMP domains, a summary of strengths and limitations, and interview questions for detailed exploration of these.
- **PMP Candidate Feedback Report**
A detailed narrative report and developmental suggestions.

Training requirements for PMP users

Access to the PMP Executive Profile is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The PMP Assessor Report and PMP Feedback Report do not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free Upgrade programme.

WPP work preferences profiler

Who

A broad range of operative, semi-skilled and skilled occupations.

What

The WPP is a self-report personality questionnaire designed for non-supervisory manual, operator, semi-skilled and skilled staff. It provides an assessment of **7** personality traits which are relevant to effective performance in many roles.

The WPP dimensions are derived from job analyses in a range of sectors from manufacturing through to logistics.

WPP scales

Sociable
Team-focused
Systematic
Reliable
Detailed
Resilient
Energetic

Why WPP

- rapid administration - typically 7-8 minutes or less
- suitable for both selection and placement
- competitively priced – no expensive licensing or leasing fees
- provides information for occupations that have often been overlooked

WPP outputs

WPP outputs are available for line manager use, preparation for interviews and feedback for candidates.

■ **WPP Profile** ([view](#))

Detailed graphical presentation of interpersonal style, approach to work, resilience and energies.

■ **WPP Interview Report**

A full narrative report on each of the seven core traits, a summary of strengths and limitations, and interview questions for detailed exploration of these.

Training requirements for WPP users

Access to the WPP Profile Chart is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The WPP Assessor Report does not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free Upgrade programme.

RSP retail staff profiler

Who

For sales assistants, counter assistants, checkout operators, fresh food sales people and shelf fillers

What

The RSP is a self-report personality questionnaire derived from studies in shop and supermarket environments. The traits measured are useful ways of helping decide on appropriate roles for candidates in retail settings where differing approaches to work and people are required.

RSP scales

Confident
Empathetic
Systematic
Conscientious
Detailed
Resilient
Energetic

Why RSP

- rapid administration - typically 7-8 minutes or less
- suitable for both selection and placement
- competitively priced – no expensive licensing or leasing fees
- appropriate for customer facing and backroom roles

RSP outputs

RSP outputs are available for line managers, preparation for interviews and feedback for candidates.

■ **RSP Profile** ([view](#))

Detailed graphical presentation of interpersonal style, approach to work, resilience and energies.

■ **RSP Interview Report**

A full narrative report on each of the seven personality traits, a summary of strengths and limitations, and interview questions for detailed exploration of these.

Training requirements for RSP users

Access to the RSP Profile Chart is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The RSP Assessor Report does not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free Upgrade programme.

LSP leisure services profiler

Who

Front of house employees, bar staff, waiting staff, kitchen assistants and others in the hospitality industry

What

The LSP is a self-report personality questionnaire for use in the hospitality and leisure industry: hotels, restaurants, catering, pubs and clubs. Based on our job analyses across the sector the questionnaire explores the core traits that, in their different ways, lead to above average performance.

In our study with a major national food based pub chain venues that had used the LSP were found to have significantly higher profitability than outlets that used traditional interviews.

LSP scales

Confident
Empathetic
Assertive
Proactive
Conventional
Resilient

Why LSP

- rapid administration - typically 5 minutes
- suitable for both selection and placement
- competitively priced – no expensive licensing or leasing fees
- demonstrably improves customer satisfaction and profitability

LSP outputs

LSP outputs are available for managers, preparation for interviews and feedback for candidates.

■ **LSP Profile** ([view](#))

Detailed graphical presentation of interpersonal style, approach to work, proactivity and resilience.

■ **LSP Interview Report**

A full narrative report on each of the six personality traits, a summary of strengths and limitations, and interview questions for detailed exploration of these.

Training requirements for LSP users

Access to the LSP Profile Chart is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The LSP Assessor Report does not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free Upgrade programme.

PAQ personal adaptability questionnaire

Who

Managers, professionals, senior administrative and technical staff

What

The PAQ is a self-report questionnaire designed to assist individuals and teams to better understand change and uncertainty, and to develop personal and group strategies to enhance their resilience and adaptability in a constantly changing world and working environment.

The PAQ emphasises the importance of recognising that resilience is derived from a range of behaviours and thinking patterns rather than one single trait.

PAQ scales

Optimistic
Self-assured
Innovative
Collaborative
Purposeful
Structured
Proactive

Why PAQ

- rapid administration - typically 25 minutes
- increases likelihood of embracing change
- enhances group collaboration
- can be integrated into any change management programme

PAQ outputs

PAQ outputs are available for change managers and questionnaire respondents

- **PAQ Personal Profile** [\(view\)](#)

Graphical presentation of approaches to adaptability and resilience.

- **PAQ Personal Report**

A full narrative report on each of the seven facets of resilience and adaptability.

Training requirements for PAQ users

Access to the PAQ Profile Chart and Report is unrestricted but facilitators would benefit from prior training in behavioural assessment such as BPS RQTU Test User - Personality programme.

ISP influencing styles profiler

Who

Anyone who has to influence others

What

The ISP is a unique questionnaire designed to help people understand how they typically go about influencing and gaining support from others. It also flags up the benefits of considering other styles that may be more appropriate to the situation and the for the individuals that they are trying to influence.

ISP dimensions

Rewarding/Punishing
Assertive persuading
Setting example
Political awareness
Consulting
Empowering
Sharing vision
Being dramatic

Why ISP

- quick and easy to administer - no more than 5 minutes
- explores an overlooked pattern of behaviours
- opens up new possibilities for influencing other effectively
- can be used in management development, coaching and performance appraisal

ISP outputs

PAQ outputs are available for line managers, consultants, HR managers and questionnaire respondents

- **ISP Profile** ([view](#))
Graphical presentation of influencing styles deployed
- **ISP Interpretation Guidelines**
Guidance notes for recipients and facilitators

Training requirements for ISP users

Access to the ISP Profile Chart and Report is unrestricted.

CPP career preferences profiler

Who

Those exploring career/educational options or career change from school leaver upwards

What

The CPP explores personality preferences and occupational interests. Utilising personality type questions and career code preferences the CPP provides suggestions on a broad range of occupational options at various levels of educational attainment.

CPP scales

Rewarding/Punishing
Assertive persuading
Setting example
Political awareness
Consulting
Empowering
Sharing vision
Being dramatic

Why CPP

- quick administration - around 20 minutes
- explores the relationship between personality and occupational preferences
- in a study of over 8,000 respondents a clear relationship was found between CPP and job choice

CPP outputs

CPP outputs are available for respondents and careers/vocational counsellors

- **CPP Report and Profile** ([view](#))
Full report on career possibilities related to personality and occupational interests
- **CPP Interpretation Guidelines**
Background information for counsellors/facilitators

Training requirements for CPP users

Access to the CPP output for personal use is unrestricted.

Access to the full CPP Profile and Report is unrestricted but users will be those with prior experience of personality assessment and/or career counselling.

PDP renew - personal development profiler

Who

Anyone facing change or uncertainty at work

What

Renew - the Personal Development Profiler is possibly unique in its application of CBT principles and practice as a means of helping people to explore how they deal with worries caused by change at work. It recognises that we ALL have styles of thinking that can be unhelpful. Changing these patterns of thinking can be helpful.

Unhelpful thinking is common to us all: PDP is emphatically not a clinical, diagnostic tool but is designed to use CBT insights as a basis for working with normal anxieties and challenges.

PDP thinking styles

All-or-nothing
Blaming
Catastrophising
Emotional reasoning
Should or must
Mental filtering
Overgeneralisation
Labelling

Why PDP

- quick administration - around 15 minutes
- uniquely explores ways of helping people overcome unhelpful thoughts
- is relevant to both work and outside life
- can be used individually or optimally in teams

PDP outputs

PDP outputs are available for respondents and facilitators

- **PDP Report and Developmental Exercises** [\(view\)](#)
Graphical display of predominant thinking patterns; exploration of causes and effects; practical activities for overcoming errors in thinking
- **PDP Interpretation Guidelines**
Background information for facilitators

Training requirements for PDP users

Access to the PDP output is unrestricted.

Facilitators will be those with prior experience of assessment, development and/or counselling.

TEP team effectiveness profiler

Who

All teams

What

The TEP is a self-report questionnaire specifically designed for use with teams. Unlike many traditional questionnaires that focus on individual styles of working within teams, the TEP is a survey of the current group perceptions of the team.

The 3 TEP domains provide the opportunity for facilitators to explore **current** individual **AND** team views of the effectiveness of team leadership; the cohesiveness and attractiveness of the team; and, the energy that the team generates in pursuit of corporate goals.

TEP domains

LEADERSHIP

Role Clarity
Communication
Decision Making
Resources

COHESIVENESS

Collaboration
Conflict Resolution
Trust
Values

ENERGIES

Energy
Positivity
Focus
Locus of Control

Why TEP

- quick administration - around 15 minutes
- provides a common language for exploring team performance
- examines individual and group ratings of team effectiveness
- can be used alongside 360 degree feedback
- expert KCP interpretation



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TEP outputs

TEP resources for facilitators

- **TEP Report** ([view](#))

Individual profiles (for facilitator use only), Group Profile and Expert Report

- **TEP Interpretation Guidelines**

Background information for facilitators

Training requirements for TEP users

Access to the TEP output is unrestricted.

Facilitators will be those with prior experience of team facilitation.

TPP team preferences profiler

Who

All teams

What

The TPP has been designed to facilitate the development and performance of teams.

Broadly following Belbin's 1970s model, the TPP is an up-to-date questionnaire that profiles the respondent's typical behaviours when working in a team.

Our model uses more accessible terminology and enables individuals and groups to reflect on their own and others' strengths, and how a team can best make use of the talents available.

TPP scales

PEOPLE FOCUS

Organiser
Harmoniser
Networker

THINKING FOCUS

Creator
Critic

DOING FOCUS

Doer
Planner
Driver

DATA FOCUS

Technician

Why TPP

- quick administration - around 7-8 minutes
- accessible language
- can be used alongside TEP

TPP outputs

TPP resources for facilitators

- **TPP Profile** [\(view\)](#)

Individual profiles (for facilitator use only), Group Profile and Expert Report

- **TPP Interpretation Guidelines**

Background information for facilitators

Training requirements for TPP users

Access to the TPP output is unrestricted.

Facilitators will be those with prior experience of team facilitation.



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