



INSIGHTFUL PROFILER (iP121)

PROFESSIONAL PERSONALITY PROFILING

TYPE:

Personality questionnaire (psychometric tool, standardised, objective and normalised, with verified goodness of fit index i.e. high reliability and accuracy).

- **Reliability:** internal consistency coefficient for individual questionnaire scales is high and varies between 0.82 and 0.92. The so-called retest reliability (absolute stability) indicators for individual questionnaire scales are similarly high.
- **Relevance:** both the content and diagnostic relevance of the questionnaire factor scales have been verified; the questionnaire accurately and relevantly estimates all the five personal abilities according to the five-factor personality model (popularly known as the “Big Five”).

DURATION OF THE TEST AND ITS APPLICATION:

Approximately 20 minutes (the questionnaire consists of 121 statements).

To comprehensively test (profile) the professional personality of specialists, managers or candidates for such positions, and especially to assess the potential of job applicants, also for promotion or succession planning purposes. The tool is helpful both in the recruitment process (professional selection) and in the development process (e.g. planning individual development programmes).

STANDARD REPORTS:

These reports are generated in real time and made available at the end of the test:

- **The iP Recruiter report:** an automatically generated ranking list available online, presenting job applicants, staff for promotion or succession in order of their fit to defined employer expectations and job requirements (specified using the iP Profiler auxiliary tool).
- **The iP Coach report:** an automatically generated descriptive report available both online and as printable PDF, including a detailed diagnosis of functional areas and the results of an ability test (synopsis) for employee development planning.
- **The iP Coach Pro report:** a numerical report, for trained users only (consultants, counsellors, trainers, coaches) who can develop an in-depth, personalised diagnosis of the potential of the tested staff member and plan a dedicated employee development programme.

STRENGTHS AND INDIVIDUAL FACTORS:

- Comprehensive and thorough professional personality profiling in accordance with the five-factor personality model, the so-called Big Five.
- Polish standard and the so-called rolling standard system, which keeps the tool constantly updated and perfectly matched to assess the potential of job applicants and employees.
- Extremely flexible: dedicated reports can be produced on the basis of the tool the content of which is agreed with the customer; in addition, the tool itself can also be used in test and advisory projects where, for example, the profile of a distinctive manager or specialist (so-called “role-model cloning”) is empirically replicated to further enhance the relevance of recruitment projects or appropriate orientation of development projects.

TESTED ABILITIES AND FUNCTIONAL AREAS:

The questionnaire is used to examine both abilities and key functional areas:

TESTED ABILITIES (SUPER FACTORS):

- Resilience: the level of resilience to stress and willingness to take up new and / or difficult tasks (challenges)
- Reliability: being organised and consistent in action and considerate in decision-making
- Schematism: the level of creativity, independence in thinking and openness to novelty, change and continuous personal development (e.g. own competencies)
- Expansiveness: being assertive, proactive, willing to compete and take risks

TESTED ABILITIES (FACTORS):

- Self-confidence: resistance to stress
- Self-control: tendency to irritate and incite conflict
- Boldness: assertiveness in dealing with others
- Consistency: being organised and having self-discipline
- Sensibility: being careful and focusing on detail
- Prejudice: level of interest and attitude to novelty
- Conformity: willingness to act according to the procedure
- Concentration: being tactics- or strategy-oriented
- Dynamism: being proactive and having entrepreneurial mentality
- Machiavellianism: being socially-oriented and calculating
- Competitiveness: willingness to work under pressure
- Awareness of own advantage: awareness of own assets

FUNCTIONAL AREAS:

- (De) motivating factors
- Prospects for developing key professional skills
- Internal constraints for successful professional development
- Distinguishing features compared to other people
- Team roles

DETAILED SCOPE OF THE DIAGNOSED FUNCTIONAL AREAS USING THE IP121 QUESTIONNAIRE:

(DE) MOTIVATING FACTORS:

- Affiliation: working with people
- Autonomy: independence in action
- Achievements: participating or managing ambitious projects
- Development: creating and implementing innovative solutions
- Stabilisation: predictable working conditions
- Recognition: exposed position, important function and respect of others
- Power: directing others, having a decisive voice
- Support: friendly atmosphere, cooperation and team trust
- Fun: exciting work, freedom of expression in the workplace
- Variability: variable (varied) range of responsibilities

PROSPECTS FOR DEVELOPING KEY PROFESSIONAL COMPETENCES:

- Adaptability: ability to work under stressful conditions under time and / or outcome pressure
- Communicative skills: ability to establish and maintain relationships
- Creativity: ability to develop creative solutions
- Analytical thinking: ability to make sensible decisions
- Planning and organisation: organisational skills
- Teamwork: teamwork skills
- Leadership: ability to manage others and teams

INTERNAL LIMITATIONS IN SUCCESSFUL PROFESSIONAL DEVELOPMENT:

- Arrogant self-confidence: overestimating own abilities and ignoring risk
- Passiveness: lack of initiative, reluctance to pursue long-term ventures
- Excessive caution: over-cautious working style
- Sceptical calculation: tendency to manipulate others and to exploit them
- Schematic behaviour: inflexible behaviour without taking new opportunities and chances
- Short-lived zeal: difficulties in systematic achievement of goals or assigned tasks
- Dependency: lack of assertiveness and difficulty in forcing own ideas

DISTINGUISHING FEATURES COMPARED TO OTHER PEOPLE:

- Emotionality: the level of optimism, belief in one's own abilities, and influence on others' morale
- Pugnacity: the tendency to (unconsciously) induce conflicts within the team
- Interpersonal skills: communication style
- Task-oriented motivation: work ethics
- Professional roles: preferred style of professional self-fulfilment
- Personal development: oriented on updating and improving own competences
- Style of action: preferred style of accomplishing own goals and tasks

TEAM ROLES:

- A creative visionary: a strategist and inspirer, identifying new opportunities and chances
- An orderly tactician: a careful and methodical planner
- An efficient implementer: a reliable and diligent contractor
- A cautious guardian: a risk analyst, protecting the team from making mistakes.
- A good carer: socially oriented, ensures good team spirit, cooperation and understanding



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