



Personality profiling tools are invaluable assets in human resources, organizational development, and personal growth. These assessments offer insights into individual differences, aiding organizations in making informed decisions about hiring, team composition, leadership development, and more. Below is an expanded, alphabetical overview of major personality profiling tools:

## 1. 16 Personality Factor Questionnaire (16PF)

**Purpose:** Provides a comprehensive measure of normal adult personality.

### Key Features:

- ▶ Assesses 16 primary personality traits and five global factors
- ▶ Available in both ipsative (forced-choice) and normative versions
- ▶ Offers depth of insight for complex behavioral patterns

### Applications:

- ▶ Clinical assessment and therapy
- ▶ Career development and counseling
- ▶ Organizational psychology for selection and development
- ▶ Academic research in personality psychology

### Strengths:

- ▶ Long history of use and refinement since 1949
- ▶ Strong predictive validity for various outcomes
- ▶ Nuanced view of personality useful for understanding complex individuals

### Considerations:

- ▶ Requires specialized training for proper interpretation
- ▶ May be time-consuming to administer and interpret fully

## 2. Caliper Profile

**Purpose:** Offers in-depth personality assessment and job matching.

### Key Features:

- ▶ Measures over 25 personality traits related to job performance
- ▶ Available online or in paper format
- ▶ Provides insights on strengths, limitations, motivations, and potential

### Applications:

- ▶ Employee selection and hiring
- ▶ Team composition and development
- ▶ Leadership potential identification
- ▶ Succession planning

### Strengths:

- ▶ Nearly half a century of research and refinement
- ▶ Tailored to job-specific competencies
- ▶ Combines personality assessment with job matching

### Considerations:

- ▶ Requires certified consultants for interpretation
- ▶ May be more complex than some other tools

### 3. Core Values Index (CVI)

**Purpose:** Quickly assesses an individual's innate, unchanging nature.

#### Key Features:

- ▶ Completed in under 10 minutes
- ▶ Focuses on core motivational drivers
- ▶ Provides instant online results

#### Applications:

- ▶ Pre-employment screening
- ▶ Team composition and dynamics
- ▶ Personal development and career guidance

#### Strengths:

- ▶ Efficiency in administration and interpretation
- ▶ Focus on innate traits rather than learned behaviors
- ▶ Complementary tools like Top Performer Profile and Human Capital Audit

#### Considerations:

- ▶ Limited scope compared to more comprehensive assessments
- ▶ Emphasis on innate traits may not account for personal growth and development

## 4. Culture Index (OAD)

**Purpose:** Measures personality traits and perceptions of work behavior.

### Key Features:

- ▶ Results compared to a job profile (C-Job) for matching
- ▶ Produces a graph of individual traits and job behavioral perceptions
- ▶ Requires interpretation by a trained analyst

### Applications:

- ▶ Employee selection and job fit
- ▶ Team composition and development
- ▶ Performance prediction and management

### Strengths:

- ▶ Tailored to specific job requirements
- ▶ Combines personality traits with job behavior expectations

### Considerations:

- ▶ Reliance on trained analysts for interpretation
- ▶ May require additional context for comprehensive understanding

## 5. DiSC

**Purpose:** Improves work productivity, teamwork, and communication.

### Key Features:

- ▶ Assesses four primary behavioral styles: Dominance, Influence, Steadiness, Conscientiousness
- ▶ Non-judgmental approach to discussing behavioral differences
- ▶ Offers various profiles for different purposes (e.g., workplace, leadership, sales)

### Applications:

- ▶ Team building and conflict resolution
- ▶ Leadership and management development
- ▶ Sales training and customer service improvement
- ▶ Personal development and self-awareness

### Strengths:

- ▶ Easy to understand and apply in various contexts
- ▶ Focuses on adaptability and effective communication
- ▶ Wide range of specialized assessments for different needs

### Considerations:

- ▶ Simplicity may not capture full complexity of personality
- ▶ Focus on behavior rather than underlying motivations or values

## 6. Herrmann Brain Dominance Instrument (HBDI)

**Purpose:** Assesses thinking preferences based on the Whole Brain Thinking approach.

### Key Features:

- ▶ Evaluates thinking style preferences across four brain quadrants
- ▶ 120-question assessment administered by certified practitioners
- ▶ Based on neurophysiological research

### Applications:

- ▶ Improving team communication and collaboration
- ▶ Enhancing problem-solving and decision-making processes
- ▶ Leadership development and coaching
- ▶ Innovation and creativity enhancement

### Strengths:

- ▶ Unique perspective on cognitive preferences
- ▶ Applicable to both individual and team development
- ▶ Backed by extensive research and ongoing refinement

### Considerations:

- ▶ Complexity may require more time for full understanding and application
- ▶ Emphasis on thinking styles may not address all aspects of personality



## 7. Hogan Assessments

**Purpose:** Provides a comprehensive suite of personality assessment tools.

### Key Features:

- ▶ Multiple assessments:
  - Hogan Personality Inventory (HPI) for normal personality
  - Hogan Development Survey (HDS) for derailers under stress
  - Motives, Values, Preferences Inventory (MVPI) for core drivers
  - Hogan Business Reasoning Inventory (HBRI) for cognitive reasoning
- ▶ Based on over 30 years of validated research
- ▶ Used in over 50 countries and translated into 40+ languages

### Applications:

- ▶ Personnel selection and hiring
- ▶ Leadership development and succession planning
- ▶ Team composition and development
- ▶ Career planning and personal development

### Strengths:

- ▶ Comprehensive view of personality, values, and potential derailers
- ▶ Strong predictive validity for job performance
- ▶ Extensive global use and cultural adaptations

### Considerations:

- ▶ Multiple assessments may be time-consuming
- ▶ Complexity requires skilled interpretation



## 8. Myers-Briggs Type Indicator (MBTI)

**Purpose:** Identifies personality preferences based on Jung's psychological types theory.

### Key Features:

- ▶ Assesses preferences across four dimensions: Extraversion/Introversion, Sensing/Intuition, Thinking/Feeling, Judging/Perceiving
- ▶ Results in one of 16 personality types
- ▶ Non-judgmental approach emphasizing equal value of all types

### Applications:

- ▶ Personal development and self-awareness
- ▶ Team building and communication improvement
- ▶ Career counseling and development
- ▶ Leadership training

### Strengths:

- ▶ Widely recognized and easily understood framework
- ▶ Emphasizes personal growth and understanding
- ▶ Extensive research and continuous refinement

### Considerations:

- ▶ Debates about scientific validity and reliability
- ▶ Risk of oversimplification or stereotyping

## 9. NEO Personality Inventory (NEO PI-R)

**Purpose:** Provides a comprehensive measure of the Five-Factor Model of personality.

### Key Features:

- ▶ Assesses Big Five traits: Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism (OCEAN)
- ▶ Measures 30 specific facets, six for each domain
- ▶ Available in self-report and observer rating forms

### Applications:

- ▶ Clinical psychology and mental health assessment
- ▶ Occupational settings for personnel selection and development
- ▶ Academic research in personality psychology
- ▶ Personal development and counseling

### Strengths:

- ▶ Strong psychometric properties and research support
- ▶ Detailed personality profiles and narrative reports
- ▶ Cross-cultural validity and adaptations

### Considerations:

- ▶ Length of assessment may be time-consuming
- ▶ Complexity requires professional interpretation

## 10. Occupational Personality Questionnaire (OPQ)

**Purpose:** Designed specifically for use in occupational contexts.

### Key Features:

- ▶ Measures 32 personality characteristics relevant to job performance
- ▶ Grouped into three domains: Relationships with People, Thinking Style, and Feelings and Emotions
- ▶ Offers tailored reports for different applications (e.g., leadership, sales)

### Applications:

- ▶ Employee selection and recruitment
- ▶ Leadership and management development
- ▶ Team building and role fit analysis
- ▶ Career guidance and development

### Strengths:

- ▶ Specifically tailored to workplace behaviors and competencies
- ▶ Available in both ipsative and normative formats
- ▶ Strong validity for predicting job performance

### Considerations:

- ▶ Focused on work-related traits, may not capture full personality spectrum
- ▶ Requires trained professionals for administration and interpretation

## 11. Predictive Index (PI)

**Purpose:** Predicts workplace behavior and performance.

### Key Features:

- ▶ Scientifically validated behavioral assessment
- ▶ Includes Performance Requirement Options (PRO) for job profiling
- ▶ Combines assessment, training, and consulting

### Applications:

- ▶ Talent acquisition and job fit analysis
- ▶ Employee development and training
- ▶ Team composition and dynamics
- ▶ Leadership and succession planning

### Strengths:

- ▶ Quick administration and interpretation
- ▶ Tailored to specific job requirements
- ▶ Ongoing research and refinement since 1955

### Considerations:

- ▶ Focused primarily on workplace behaviors
- ▶ May require additional assessments for comprehensive understanding

## 12. Thomas-Kilmann Conflict Mode Instrument (TKI)

**Purpose:** Assesses an individual's typical behavior in conflict situations.

### Key Features:

- ▶ Evaluates five conflict-handling modes: competing, collaborating, compromising, avoiding, and accommodating
- ▶ Designed to minimize social desirability bias
- ▶ Quick administration (30 items)

### Applications:

- ▶ Conflict management and resolution training
- ▶ Leadership development
- ▶ Team building and communication improvement
- ▶ Personal development in conflict handling

### Strengths:

- ▶ Focused specifically on conflict situations
- ▶ Widely used and researched
- ▶ Applicable across cultures

### Considerations:

- ▶ Limited to conflict scenarios, not a comprehensive personality assessment
- ▶ May not capture the full complexity of conflict behaviors

## 13. TTI Success Insights -

**Purpose:** Provides a multi-faceted approach to understanding individual performance.

### Key Features:

- ▶ Measures behaviors (DISC), motivators, acumen, competencies, and emotional intelligence
- ▶ Offers a comprehensive view of an individual's performance potential
- ▶ Provides various specialized reports

### Applications:

- ▶ Talent assessment and development
- ▶ Team composition and dynamics
- ▶ Leadership development
- ▶ Sales and customer service training

### Strengths:

- ▶ Comprehensive assessment of multiple aspects of personality and performance
- ▶ Tailored reports for different organizational needs
- ▶ Combines well-established models (e.g., DISC) with additional insights

### Considerations:

- ▶ Multiple assessments may be time-consuming
- ▶ Complexity may require skilled interpretation

## 14. Wonderlic Assessment -

**Purpose:** Measures cognitive ability and problem-solving aptitude.

### Key Features:

- ▶ Quick 12-minute test
- ▶ Assesses verbal, numerical, and spatial reasoning
- ▶ Widely used in employment selection, especially in fields requiring quick thinking

### Applications:

- ▶ Pre-employment screening
- ▶ Talent identification in fast-paced industries
- ▶ Academic placement
- ▶ Sports team recruitment (notably used by the NFL)

### Strengths:

- ▶ Efficiency in administration and scoring
- ▶ Strong correlation with job performance in certain fields
- ▶ Long history of use and refinement

### Considerations:

- ▶ Focuses solely on cognitive ability, not personality or other traits
- ▶ May not be suitable for all types of roles or industries



Each of these tools offers unique insights into personality, behavior, and potential job performance. The choice of tool often depends on the specific needs of the organization, the aspects of personality or behavior they want to assess, and the particular context in which the assessment will be used. It's crucial to remember that while these tools can provide valuable insights, they should be used as part of a comprehensive evaluation process and interpreted by trained professionals to ensure fair and effective application.

