

Personality Tests

Personality tests can be a useful way of understanding an individual, but they should be used with caution for specific purposes, and never be on their own.

Some tests go further, giving an insight into teams and organisations when undertaken by team members. Again there is a danger in their use as sole uncorroborated evidence.

We can supply and administer the following tests:

ILM72 – Leadership Styles

Prepared by AQR in conjunction with the Institute of Leadership and Management, this is a unique insight into leadership styles. This can be used in conjunction with coaching, or as a spur for training.

MTQ48 – Mental Toughness

Again from the stable of AQR, and developed with the University of Hull, this is the world's first measure of Mental Toughness. Again, we use this with coaching, or as a training aid.

Prevue - Personality

This is a more general personality test which can be used in conjunction with coaching for personal development. However, it is also used a stand alone test, as part of the selection process, for succession planning and for identifying work characteristics. It is linked to a database of characteristics common in various professions and can therefore be used to measure the likely "fit" of person to role, together with areas where there are development needs. Alternatively, an employer can specify their own set of personality criteria.

Each of these tests is available online, and we provide detailed feedback, generally face to face. Both ILM72 and MTQ48 have the advantage that they can be used for an entire team as well as for individuals within it. They can therefore be used as tools to support organisational as well as individual development.

For further information and prices, please contact us on enquiries@iwanthomasassociates.co.uk

This note is written as a general guide only, and is not applicable to every firm or circumstance. It should not be relied upon as a substitute for specific business advice.

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