



# Online Testing

**Ability Testing  
Personality Assessment  
Development Tools**

**Knight Chapman Psychological**

..... making psychology accessible

# Online testing



Our internet based testing services cover a full range of our personality and developmental questionnaires and ability tests. The use of the internet in psychometric assessment is now widespread and well researched. Whilst it is not a replacement for face-to-face assessment it can offer many benefits to the busy professional assessor and to the candidate alike.

## Benefits

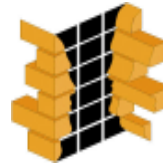
- Online testing gives assessors the flexibility to administer tests at virtually any time or anywhere.
- Enables candidates to be pre-screened remotely.
- Time can be saved on development or selection projects by gathering candidates' results in advance.
- Online testing allows large or international organisations to collect data globally.
- Candidates can access the tests/questionnaires at a time to suit them.
- With NO licence fees and NO administrative costs for using KCP's online testing, our service is highly cost-effective.
- No need for expensive software packages that are used infrequently: with our online testing you only pay for what you use.
- Instant results!

## How it works

- You decide which tests or questionnaires you want to use. KCP can provide expert guidance in choice of instruments.
- You order your tests online via our website or by phone.
- We will automatically allocate a reference number for your candidates.
- You will also receive automatically by email a set of detailed instructions for you to email to your candidates.
- Alternatively, KCP can project manage this element for you.
- Candidates complete the test(s)/questionnaire(s).
- As soon as they finish the instrument(s), expert reports developed by our Chartered Psychologists are emailed to you: anytime of the day or night!
- KCP provide a 24/7 helpdesk to resolve any problems that candidates may have with the internet.

## Our personality questionnaires

**MAPP** is an integrated questionnaire which explores BOTH personality and motivational dimensions. The **Managerial and Professional Profiler** provides an assessment of typical preferences on 19 personality variables and 14 motivational and values variables. Whilst other older questionnaires give an insight into underlying personality traits and behavioural preferences, **MAPP** includes the important fourth dimension of values and motivation that impact upon job/culture fit. *Suitability:* senior executives, managers, professionals and high potential graduates.



**RPMQ-22** is a comprehensive but quick-to-administer self-report personality and motivation questionnaire specifically designed for non-managerial positions. The **Roberts Personality and Motivation Questionnaire** provides an assessment of typical preferences on 22 personality and motivational dimensions. It explores critical preferences and behaviours relating to interpersonal and team style, approach to day-to-day tasks, energy and resilience. In addition **RPMQ-22** explores key satisfiers and dissatisfiers in the workplace. *Suitability:* can be used with call centre, sales, telesales, administrative and IT support staff.

**RSP** is a unique self-report questionnaire specifically designed for the assessment of retail employees. The **Retail Staff Profiler** assesses those behavioural attributes that are associated not only with successful performance but also with satisfactory job tenure. Based upon empirical studies of high performing employees, and those who remained in the job for a satisfactory period of time, the **RSP** has been validated on supermarket populations. *Suitability:* most appropriate for the assessment of supermarket or similar retail employees.



**RWP** is a short, but powerful tool for assessing core work-related personality variables in manual and industrial occupations. The **Roberts Workstyles Profiler** explores team focus, attention to detail, conscientiousness, resilience and energy. *Suitability:* use with operators, semi-skilled and skilled staff.

## Our high level ability tests

The **SVT** is a test of high level verbal critical reasoning: the ability to identify logic or the lack of it in written argument. Specifically designed to assess high potential graduates and managers.



The **SNT** is a test measuring complex numerical reasoning ability. Making use of numerical, financial and graphical data, candidates are required to tackle high level problems.

## Our non-managerial ability tests

**PRT** • **FIT** • **NCT** • **DET** are a range of modern ability tests which are designed to measure areas such as critical verbal comprehension and numerical ability as well as clerical proof reading and data processing skills. *Suitability:* our non-managerial tests can be used with school leavers, through to clerical, administrative and other support personnel.



## Our development questionnaires

**PFQ** is designed for use in staff development settings where 360 degree feedback can provide powerful new insights. *Suitability:* target developmental populations include managerial, professional and white collar occupations.

The **ISQ** is an ipsative questionnaire that highlights the strength and range of influencing styles. *Suitability:* for anyone whose role demands influencing skills.



**CQ** is designed to measure the seven key characteristics of personal resilience that have been shown to be important in understanding how individuals are likely to cope with change. *Suitability:* the **Change Questionnaire** is a valuable tool for use in change management programmes.



## Prices

<b>MAPP • MAPP-8 • US-MAPP</b> online interview report	60.00
online profile chart	25.00
<b>RPMQ-22</b> online interview report	50.00
<b>RSP • RWP</b> online profile chart	15.00
<b>ISQ • CQ</b> online profile chart	25.00
<b>SVT • SNT • FIT • NCT • DET</b> online report	25.00

**telephone: +44 (0)1273 487333**

**fax: +44 (0)1273 471475**

**email: [sales@kcpltd.com](mailto:sales@kcpltd.com)**

**[www.kcpltd.com](http://www.kcpltd.com)**

**Knight Chapman Psychological**

..... making psychology accessible