



product brief





what it measures

The RPMQ 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 in graduates, sales, customer service and call centre personnel, telesales, administrative and IT support staff roles.

The RPMQ 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 RPMQ continues KCP's approach of including the critical fourth dimension of values and motivation.

The RPMQ is available in paper & pencil format, as well as online, PC and PDA format. The latter three formats provide the additional benefit of summaries of potential strengths and limitations; predictions about performance against pre-defined competencies and suggested questions for probing candidates at interview.

The RPMQ can be tailored to specific client needs so that the online version can include a report on the match between the candidate and job requirements.

The questionnaire can typically be administered in as little as 30 minutes.



rpmq scales

THE RPMQ SCALES

Interpersonal

Sociable
Confident
Convincing
Empathetic
Team-focused
Flexible

Response Style

Self-Critical

Task

Proactive
Innovative
Systematic
Detailed
Reliable

Personal

Resilient
Positive
Energetic

Work

Results
Change
Self-directing
Work
Material Wealth
Competition
Recognition

The RPMQ Interview Report provides:

A full narrative report on each of the four domains
Summary of strengths and limitations
Expert questions for the assessor



suitability and training

RPMQ has been designed specifically for use with non-managerial populations including graduates, sales people, customer service and call centre personnel, telesales, administrative and IT support staff roles.

Administration and scoring only training requirements

Level A Certificate of Competence in Test Administration

Interpretation and Feedback training requirements

Level B - Full or Intermediate Certificate of Competence required.

Users of other substantive questionnaires, e.g. I6PF, OPQ^(R) or CPI may access RPMQ on completion of a **FREE online upgrade programme**.

benefits

- Strong reliability and validity data
- Insights into both personality and motivation
- Heterogeneity of items
- Speedy administration times
- Tailoring of computer generated reports
- Competitively priced – no expensive licensing or leasing fees
- Full range of administration options including the internet
- Suitable for selection, development, coaching and counselling



prices

Administration:

- online
- pc-based
- paper & pencil

£

Online:

Admin/interview report	45.00 *
Admin/profile chart	17.50 *
Admin/report & profile chart	62.50 *

PC-based:

Software shell	FoC
RPMQ units (each)	10.00 *

PC unit allocation & costs:

25 pc admins + profile/report	1250.00 *
25 profile/report (P&P admin)	1000.00 *
25 report only (P&P admin)	750.00 *
25 profile only (P&P admin)	250.00 *

Paper & pencil:

RPMQ manual	40.00
RPMQ booklets (5s)	100.00
Answer sheets (25s)	62.50 *
Profile charts (25s)	125.00 *
Set of scoring keys	60.00 *

* Subject to VAT @ 17.5%

