kcp

questionnaires and tests

Knight Chapman Psychological (KCP) is a specialist consultancy of Chartered Occupational Psychologists.

Established in 1988, KCP is a leading provider of assessment and consultancy solutions at work. Our goal is to make the theory, principles and practice of applied psychology more accessible to businesses, public sector organisations and individuals across the globe.

Our extensive portfolio of products and services includes:

- ♦ Ability and Aptitude Tests
- ♦ Assessment/Development Centre Exercises
- ♦ Personality and Motivation Questionnaires
- ♦ Management Development Tools
- ♦ BPS RQTU Training
- ♦ Training in Assessment Techniques
- ♦ Individual and Group Assessment
- ♦ Dyslexia Screening
- ♦ Occupational Cognitive Behavioural Therapy
- ♦ Cognitive Hypnotherapy

questionnaires and tests

Personality and Motivation Questionnaires

Personality Questionnaires

Development Questionnaires

Ability Tests

managerial and professional profiler

mapp

MAPP is a unique normative, self-report personality and motivation questionnaire. It provides an assessment of typical preferences on 19 personality dimensions (clustered in People, Task and Feelings domains), and 14 motivational and values dimensions.

MAPP was developed as an integrated questionnaire which explores BOTH personality and motivational dimensions. Extensive research and experience over 20 years as practical, professional occupational psychologists enabled us to maximise the effectiveness of existing personality questionnaires whilst minimising their limitations and redundancy.

Whilst other questionnaires give an insight into underlying personality traits and behavioural preferences, MAPP includes the important **fourth dimension** of values and motivation.

MAPP can be administered online, in paper-and-pencil format or by PC.

MAPP SOFTWARE enables assessors to administer, score and produce a range of interpretive reports on-screen. These include reports for executive use, preparation for interviews, developmental reports for candidates and predictions about Team Types and possible Leadership Styles, as well as summaries of potential strengths and limitations against Management Competencies.

Also available is MAPP-8, a shorter format of the MAPP questionnaire, based on identical scales as MAPP, but requiring less administration time (typically 25-30 mins).

QUOTATION FROM THE BRITISH PSYCHOLOGICAL SOCIETY'S REVIEW OF LEVEL B INSTRUMENTS

"Overall, the MAPP is a well constructed, easy-to-use questionnaire which gives information on a range of occupationally relevant scales relating not only to personality but also to work-related values. It is, therefore, a potentially powerful instrument for the full range of uses in employee selection, development and guidance at the managerial and professional level and offers considerably more than many other popular instruments which deal exclusively with personality."

managerial and professional profiler

THE MAPP SCALES

PEOPLE	TASK	FEELINGS	VALUES
Affectionate	Free-Thinking	Self-Assured	Material Wealth
Sociable	Strategic	Anxious	Competition
Confident	Intuitive	Sensitive	Results
Convincing	Distractable	Expressive	Recognition
Perceptive	Systematic		Personal Authority
Candid	Cautious		Responsibility
Assertive			Intellect
Uncompromising			Novelty
			Self-Expression
			Altruism
			Intimacy
			Levity

RESPONSE STYLE

Central Tendency
Self-Critical

Security
Work

The MAPP Platinum Report provides:

A full narrative report on each of the four domains
Summary of strengths and limitations
Leadership style
Primary **AND** secondary team role descriptions
Prediction of **Jungian Type**
A schedule of **"unusualness"** in the candidate profile

The MAPP Executive Profile provides:

People, Task, Feelings and Values scores
Leadership Style scores
Team Type scores
Predictions of Managment Competence
Predictions of Organisational fit
Prediction of Jungian Type

mapp

MAPP has been designed specifically for use with managerial and professional populations. It is appropriate when assessing high potential graduates, managers, senior executives and professionals at all levels.

Administration and scoring only training requirements
RQTU - Assistant Test User

Interpretation and Feedback training requirements
RQTU - Test User (Personality)

Users of other substantive questionnaires, e.g. 16PF, OPQ$^{(R)}$ or CPI may access MAPP on completion of a FREE **upgrade programme.**

benefits

Many MAPP users have "converted" from the OPQ$^{(R)}$ and 16PF. Among the benefits that they find are:

- Very high scale reliabilities - median reliability 0.82
- Elimination of scale redundancy
- Insights into potential satisfiers and dissatisfiers in relation to both job context and content
- Heterogeneity of items
- Speedier administration times - only one questionnaire to complete
- Tailoring of computer generated reports
- Fewer problems associated with questionnaire "overuse"
- Competitively priced – no expensive licensing or leasing fees
- Full range of administration options
- Broad range of uses - selection, development, coaching and counselling

managerial and professional profiler

mapp

Administration:
- online
- pc-based
- paper & pencil

	£
Online:	
Admin/platinumreport	75.00*
Admin/profile chart	33.00*
PC-based:	
Software shell	FoC
MAPP Units (each)	10.00*

PC unit allocation & costs:

25 pc admins + profile/report	1500.00*
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:

MAPP Manual	70.00
MAPP booklets (5s)	112.50
Part 1 answer sheets (25s)	70.00*
Part 2 answer sheets (25s)	70.00*
Profile charts (25s)	125.00*
Set of scoring keys	70.00*

* Subject to VAT @ 20%

personality and motivation profiler

pmp

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

The PMP 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 PMP 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.

personality and motivation profiler

pmp

THE PMP 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 PMP Interview Report provides:

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

The PMP Profile Chart provides:
Interpersonal, Task, Personal and Work scores

personality and motivation profiler

pmp

PMP 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
RQTU - Assistant Test User

Interpretation and Feedback training requirements
RQTU - Test User (Personality)

Users of other substantive questionnaires, e.g. 16PF, OPQ(R) or CPI may access PMP 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
- Suitable for selection, development, coaching and counselling

pmp

Administration:
- **online**
- **pc-based**
- **paper & pencil**

£

Online:
Admin/interview report	50.00 *
Admin/profile chart	20.00 *

PC-based:
Software shell	FoC
PMP units (each)	10.00 *

PC unit allocation & costs:
25 pc admins + profile/report	1375.00 *
25 profile/report (P&P admin)	1100.00 *
25 report only (P&P admin)	825.00 *
25 profile only (P&P admin)	275.00 *

Paper & pencil:
PMP manual	45.00
PMP booklets (5s)	110.00
Answer sheets (25s)	65.00 *
Profile charts (25s)	135.00 *
Set of scoring keys	70.00 *

* Subject to VAT @ 20%

retail staff profiler

rsp

Part of the KCP Questionnaire Series, the RSP is a self-report questionnaire specifically designed for use in retail and other customer facing environments. It provides insights into a range of characteristics that are critical to successful retail sales performance.

Derived from many job analysis studies that KCP has conducted over the past 20 years, the RSP scales were selected for their ability to predict high performers in fashion sales, general retailing and supermarket environments.

Our research has enabled us to develop profiles that cover a very broad range of retail positions from sales assistants, counter assistants, checkout operators, fresh food sales people and shelf fillers.

retail staff profiler

THE RSP SCALES

Confident

Empathetic

Systematic

Conscientious

Detailed

Resilient

Energetic

The RSP Profile and Report provides:

A full narrative report on each of the scales

Graphical representation of the scores

rsp

The RSP is suitable for use with sales assistants, counter assistants, checkout operators, fresh food sales people and shelf fillers.

Administration and scoring only training requirements
RQTU - Assistant Test User

Interpretation and Feedback training requirements
RQTU - Test User (Personality)

Users of other substantive questionnaires, e.g. 16PF, OPQ$^{(R)}$ or CPI may access RSP immediately.

benefits

- High reliability

- Proven to predict above average performance

- Can be administered via paper & pencil or online

- Quick to administer (approx 10-12minutes)

- Competitively priced - no expensive leasing fees

retail staff profiler

rsp

Administration:

■ *online*
■ *paper & pencil*

Online: £
Admin/profile chart   6.00 *
Admin/report   6.00 *

Paper & pencil:
RSP admin & scoring   30.00 *
RSP booklets (5s)   105.00
Answer sheets (25s)   70.00 *
Profile charts (25s)   105.00 *
Scoring keys   20.00 *

* Subject to VAT @ 20%

retail staff profiler

work preferences profiler

WPP

Part of the KCP Questionnaire Series, the WPP is a self-report questionnaire that is designed for use with a range of operative, semi-skilled and skilled occupations.

Our research over the past 20 years has enabled us to conduct a range of job analysis studies focused on identifying the characteristics of successful performers. Perhaps unsurprisingly, we found consistent patterns: a focus on teamwork, structuring of tasks and energy are at the core of success in many settings.

As with all our questionnaires, KCP is able to provide users with tailor-made online reporting and profiling solutions.

work preferences profiler

wpp

THE WPP SCALES

Sociable

Team-focused

Systematic

Reliable

Detailed

Resilient

Energetic

The WPP Profile and Report provides:

A full narrative report on each of the scales

Graphical representation of the scores

work preferences profiler

WPP

The WPP has been designed for use with operator, semi-skilled and skilled occupational groups.

Administration and scoring only training requirements
RQTU - Assistant Test User

Interpretation and Feedback training requirements
RQTU - Test User (Personality)

Users of other substantive questionnaires, e.g. 16PF, OPQ$^{(R)}$ or CPI may access WPP immediately.

benefits

- High reliability

- Proven to predict above average performance

- Can be administered via paper & pencil or online

- Quick to administer (approx 10-12minutes)

- Competitively priced - no expensive leasing fees

work preferences profiler

WPP

Administration:

- *online*
- *paper & pencil*

	£
Online:	
Admin/profile chart	6.00 *
Admin/report	6.00 *
Paper & pencil:	
WPP admin & scoring	30.00 *
WPP booklets (5s)	105.00
Answer sheets (25s)	70.00 *
Profile charts (25s)	105.00 *
Scoring keys	20.00 *

* *Subject to VAT @ 20%*

leisure services profiler

lsp

The LSP is a self-report questionnaire specifically designed for use in the leisure industry: hotels, catering, pubs and clubs. It allows the assessment of behavioural characteristics that are associated with high performance.

KCP has conducted extensive research into the relationship between personality and effectiveness in a broad range of leisure environments spanning major brands in food catering, pub chains and independent breweries.

Significantly, we have established that each of these environments requires similar characteristics, albeit distributed differently depending upon job role.

Our research has enabled us to develop profiles that cover a very broad range of leisure services occupations from assistant managers through bar staff, waiting staff and kitchen staff.

In one major study with a national food-based pub operator, the LSP was used to select employees for new house openings. Profitability over a 9 month period was compared with houses that had used conventional job interviews. The LSP was found to have significantly outperformed the typical interview process.

THE LSP SCALES

Confident

Empathetic

Assertive

Proactive

Conventional

Resilient

Self-critical

The LSP Profile and Report provides:

A full narrative report on each of the scales

Graphical representation of the scores

Tailored output for varying job roles

leisure services profiler

lsp

The LSP is suitable for use with a range of occupations in the leisure industry from assistant managers through to bar staff, waiting staff, receptionists and kitchen staff.

Administration and scoring only training requirements
RQTU - Assistant Test User

Interpretation and Feedback training requirements
RQTU - Test User (Personality)

Users of other substantive questionnaires, e.g. 16PF, OPQ[R] or CPI may access LSP immediately.

benefits

- High reliability

- Proven to predict above average performance in hotel/catering environments

- Can be administered via paper & pencil or online

- Quick to administer (approx 10-12minutes)

- Competitively priced - no expensive leasing fees

lsp

Administration:

- **online**
- **paper & pencil**

	£
Online:	
Admin/profile chart	6.00 *
Admin/report	6.00 *
Paper & pencil:	
LSP admin & scoring	30.00 *
LSP booklets (5s)	105.00
Answer sheets (25s)	70.00 *
Profile charts (25s)	105.00 *
Scoring keys	20.00 *

* Subject to VAT @ 20%

mapp-ei

mapp-emotional intelligence

mapp-ei

Success in any role is a function of ability, personality and motivation. The original MAPP model addresses the latter two characteristics.

However, considerable research over the past three decades has highlighted the case for a subset of personality characteristics that are often referred to as Emotional Intelligence.

It is often noted that some people of high ability (intelligence) fail to perform as effectively as their cognitive skills might predict that they would. This gap between ability and performance can be accounted for by personality and motivational variables, and within the first of these, by traits that impact upon the capability to identify, assess and manage one's own emotions and, by extension, the emotions of others.

MAPP-EI was therefore developed as a complementary questionnaire to MAPP. It is not intended to be a replacement, but to be used alongside the main instrument, particularly in development settings.

Informed by the work of leading researchers such as Goleman, and refined by our experience in personality assessment over 35 years, MAPP-EI provides an assessment of self-awareness, self-control, self-direction, awareness of others and relationships with others.

managerial and professional profiler

mapp-ei

THE MAPP-EI SCALES

SELF-AWARENESS

Emotional insight
Self-assuredness
Self-assessment

SELF-MANAGEMENT

Self-control
Positive
Conscientious

SELF-DIRECTION

Innovative
Proactive
Adaptable

AWARENESS OF OTHERS

Empathetic
Team-focussed
Collaborative

RELATIONSHIPS WITH OTHERS

Political
Convincing
Assertive

managerial and professional profiler

mapp-ei

MAPP-EI has been designed for use with most occupational groups, but has particular resonance with managerial and professional populations.

Administration and scoring only training requirements
RQTU - Assistant Test User

Interpretation and Feedback training requirements
RQTU - Test User (Personality)

Users of other substantive questionnaires, e.g. 16PF, OPQ$^{(R)}$ or CPI may access MAPP-EI on completion of a FREE **upgrade programme.**

benefits

- High scale reliabilities
- Complements other personality assessments (MAPP, PMP)
- Tailoring of computer generated reports
- Competitively priced – no expensive licensing or leasing fees
- Online administration
- Broad range of uses - especially development, coaching and counselling

mapp-ei

Administration:
■ *online*

£

Online:

Admin/profile chart   30.00 *

* Subject to VAT @ 20%

managerial and professional profiler

personal adaptability questionnaire

paq

Part of the KCP Questionnaire Series, the PAQ is a self-report questionnaire specifically designed for use with individuals or groups. It provides insights into a range of personal characteristics that are critical when dealing with change or new challenges in the working environment. Change facilitators will find that the PAQ is a powerful tool when making individual or group change management interventions.

The PAQ dimensions are derived from Connor's groundbreaking model of personal resilience and adaptability to change. The 7 PAQ variables are measures of personal adaptability/resilience and act as predictors of whether the individual *at this time* is likely to be successful or unsuccessful when working with new challenges and changing circumstances.

- I have a positive outlook on the world. It is full of opportunities.
- I have a positive view of myself and my capabilities.
- I am open-minded and creative. I can cope with ambiguity.
- I recognise that others can help me and support me in times of change.
- I have a clear focus and sense of purpose.
- I have the ability to impose order upon chaos.
- I embrace novelty. The unfamiliar needs exploration not avoidance.

paq

THE PAQ SCALES

Optimistic

Self-assured

Innovative

Collaborative

Purposeful

Structured

Proactive

The PAQ Profile and Report provides:

A full narrative report on each of the scales

Graphical representation of the scores

paq

The PAQ has been designed for use at all levels. It is particularly useful with any individual or group that is confronted with change or new challenges.

Administration and scoring only training requirements
RQTU - Assistant Test User

**Interpretation and Feedback training requirements**
RQTU - Test User (Personality)

Usersof other substantive questionnaires, e.g. 16PF, OPQ$^{(R)}$ or CPI may access PAQ immediately.

benefits

- ■ A powerful change management tool

- ■ Competitively priced - no expensive licensing fees

- ■ Can be administered via paper-and-pencil, PC or online

- ■ Quick to administer (approx 10-15 minutes)

paq

The PAQ has been designed for use at all levels. It is particularly useful with any individual or group that is confronted with change or new challenges.

Administration and scoring only training requirements
RQTU - Assistant Test User

Interpretation and Feedback training requirements
RQTU - Test User (Personality)

Usersof other substantive questionnaires, e.g. 16PF, OPQ$^{(R)}$ or CPI may access PAQ immediately.

benefits

- A powerful change management tool

- Competitively priced - no expensive licensing fees

- Online administration

- Quick to administer (approx 10-15 minutes)

paq
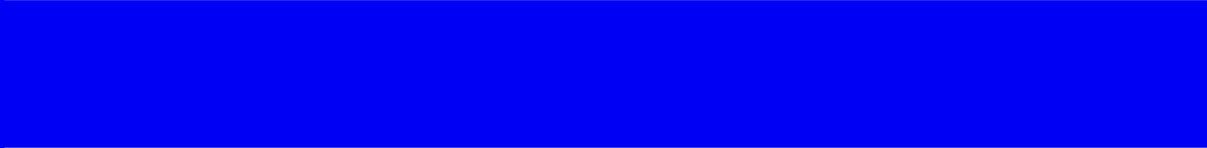
Administration:

■ *online*

£

Online:
admin/combined profile+report 25.00 *

* *Subject to VAT @ 20%*

influencing styles profiler

isp

The ISP is a self-report questionnaire specifically designed to explore how a person typically goes about inluencing and gaining support from others. It provides a hierarchical pattern of scores that indicate the extent to which the individual uses the eight main differing approaches to influencing others.

The ISP comes in two formats - one for selection situations, and one for personal development.

In the selection context, the instrument acts as an adjunct to other selection techniques that help to build up a picture of the candidate's typical workplace behaviours.

For development purposes, it helps the person to consider whether they utilise either a full or limited range of influencing styles; the extent to which they are able to select an appropriate style to suit different circumstances; and, whether they wish to extend their repertoire of behaviours.

THE ISP SCALES

Rewarding/punishing
Assertive persuading
Setting example
Political awareness
Consulting
Empowering
Sharing vision
Being dramatic

The ISP Profile provides:

A full description of each of the styles

Graphical representation of the scores

isp

ISP has been designed for use with both managerial and non-managerial population and is appropriate when assessing anyone who has to influence others in their role.

Administration and scoring only training requirements
RQTU - Assistant Test User

Interpretation and Feedback training requirements
RQTU - Test User (Personality)

Users of other substantive questionnaires, e.g. 16PF, OPQ$^{(R)}$ or CPI may access ISP immediately.

benefits

- A powerful development tool

- Competitively priced - no expensive licensing fees

- Can be administered via paper & pencil or online

- Quick to administer (approx 10-15 minutes)

ISP

Administration:

- **online**
- **paper & pencil**

	£
Online:	
Admin/ profile chart	18.00 *
Paper & pencil:	
ISP admin & scoring	30.00 *
ISP booklets (5s)	105.00
Answer sheets (25s)	70.00 *
Profile charts (25s)	105.00 *
Scoring keys	20.00 *

* Subject to VAT @ 20%

team effectiveness profiler

Part of the KCP Questionnaire Series, the **TEP** is a self-report questionnaire specifically designed for use with teams. Unlike many traditional questionnaires that focus on individual styles of working within teams, the **TEP** is a survey of the current group perceptions of the team.

The 3 **TEP** domains provide the opportunity for facilitators to explore *current* individual **AND** team views of the effectiveness of team leadership; the cohesiveness and attractiveness of the team; and, the energy that the team generates in pursuit of corporate goals.

Learning and Development specialists and Change Facilitators will find that the **TEP** is a powerful tool when making team or group change management interventions.

The output provides a rapid, graphical way of identifying team strengths and challenges.

THE TEP SCALES

TEAM LEADERSHIP

Role clarity
Communication
Decision making
Resources

TEAM COHESIVENESS

Collaboration
Conflict Resolution
Trust
Values

TEAM ENERGIES

Energy
Positivity
Focus
Locus of control

The **TEP team report** provides:

♦ A full narrative report on each of the scales

♦ Graphical representation of the scores

♦ Developmental suggestions for the team

team effectiveness profiler

tep

The **TEP** can be used with teams at all levels within the organisation.

Administration and scoring only training requirements
Online administration via KCP. No training requirements.

Interpretation and Feedback training requirements
Expert interpretation and report production by KCP.

You may therefore access the **TEP** immediately.

benefits

- A powerful development and change management tool

- Detailed graphical and narrative reports for ease of interpretation

- Competitively priced - no expensive licensing fees - volume discounts available

- Online administration

- Quick completion time (approx 15 minutes)

tep

Administration:

■ *online*

£

Administration per head	20.00 *
Individual profiles, per head	10.00 *
Team report, cost per head	50.00 *

* Subject to VAT @ 20%

team effectiveness profiler

career preferences profiler

CPP

Part of the KCP Questionnaire Series, CPP is a self-report questionnaire specifically designed to assess career interests at all levels..

Using both Jungian preferences and Holland's seminal model of occupational interests, the CPP is a rapid and effective way of exploring the strength and direction of an individual in relation to career choice.

It may be used at the start of someone's working life, or at subsequent stages - perhaps where new directions are sought or forced upon people.

THE CPP SCALES

Gregarious vs Reserved
Concrete vs Imaginative
Logical vs Empathetic
Structured vs Adaptable

Artistic

Conventional

Enterprising

Investigative

Realistic

Social

The CPP Profile provides:

Graphical representation of the scores

CPP

CPP can be used at all levels from school leaver upwards.

Administration and scoring only training requirements
RQTU - Assistant Test User

Interpretation and Feedback training requirements
RQTU - Test User (Personality)

Users of other substantive questionnaires, e.g. 16PF, MBTI, OPQ[(R)] or CPI may access CPP immediately.

benefits

- A powerful development and career choice tool

- Detailed graphical profile and narrative report for ease of interpretation

- Competitively priced - no expensive licensing fees

- Quick to administer (approx 8 minutes)

CPP

Administration:

■ *online*

Online: Admin/profile chart & report	£ 15.00 *

* Subject to VAT @ 20%

supra

high level ability tests

supra

Supra is a unique series of **very high level problem solving tests** specifically designed for the assessment of very high potential graduates, managers and professionals.

The **Supra Ability Test Series** breaks new ground because it is based around an integrated work-related scenario. Unlike other commonly used batteries, the Supra Series reflects real life problem solving, by presenting items within known parameters and then requiring candidates to integrate and manipulate information just as they would at work. The test series comprises:

Verbal Critical Reasoning measures the ability to identify logic or the lack of it in complex verbal information.

Numerical Critical Reasoning measures the ability to manipulate and integrate complex numerical, financial and graphical data.

Creative problem Solving measures fluency, laterality, originality - the ability to generate ideas; look at problems from new angles; and, think with originality.

Written Communication measures the ability to structure a report; to write grammatically; and, to communicate in a lively and persuasive way.

Reference material Supra ability tests are based around around a common work-related scenario.

Internal consistencies of the ability tests, as given by Cronbach's Alpha are:

Verbal reasoning	0.85
Numerical reasoning	0.86
Fluency	0.77
Lateral Flexibility	0.72
Originality	0.65

supra

Supra is suitable for very high potential graduates through to senior management positions.

Administration and scoring only training requirements
RQTU - Assistant Test User

Interpretation and Feedback training requirements
RQTU - Test User (Ability).

Users of other ability tests can access the Supra Series immediately.

benefits

- Very high reliabilities
- Strong validity data
- Can be administered together or separately
- Competitively priced – no expensive licensing or leasing fees
- Realistic, integrated scenario - greater candidate acceptance

supra

Administration

■ paper & pencil only

	£	
Reference material (25s)	275.00	*
Verbal booklets (10s)	250.00	
Verbal answer sheets (50s)	90.00	*
Verbal scoring key	20.00	*
Numerical booklets (10s)	250.00	
Numerical answer sheets (50s)	90.00	*
Numerical scoring key	20.00	*
Creative problem solving booklets(10s)	120.00	*
Written communication booklets(10s)	85.00	*
Individual admin/scoring bookets	30.00	

Subject to VAT at 20%.

graduate and managerial ability tests

prima

Prima is a battery of two critical reasoning tests designed to measure those aspects of high level verbal and numerical reasoning ability associated with entrants and incumbents in graduate and management roles in a broad range of sectors from financial services, manufacturing, commerce, the public sector through to general management.

The Prima series comprises:

- ◉ **SVT** (the Short Verbal Test)   ➤   **test duration: 8 minutes (15 items)**

- **SNT** (the Short Numerical Test) ➤   **test duration: 15 minutes (16 items)**

The **Short Verbal Test** is a measure of verbal critical reasoning – the ability to identify logic or the lack of it, and avoid making assumptions in complex written argument. The test items are designed to reflect day-to-day work that managers and other high level people have to do: make sense of emails, letters, reports, proposals etc.

The **Short Numerical Test** is a measure of numerical critical reasoning ability – the ability to deal with multiple numerical concepts and make sense of them as opposed to arithmetical processes (although these are obviously a factor), and incorporate issues such as graphs, ratios, percentages, percentage changes, foreign exchange rates etc.

The **SNT** was originally developed for one of the world's leading oil companies. Their requirement was for a test that could be used in pre-screening applicants (alongside other data) for graduate and managerial positions where high-level numerical ability was essential for effective performance. A sample of graduates completed the SNT and SHL's NMG. The correlation coefficient between the SNT and SHL's NMG was no less than 0.75 confirming that there was a strong relationship between the two tests.

The **SVT** was subsequently predicated along the same lines as the SNT. However, in this case the criterion measure was KCP's APST (now Supra) Verbal Reasoning Test. This test is generally regarded as measuring verbal critical reasoning ability at the highest level of item difficulty. A composite sample of graduates and managers produced a correlation of 0.74 between the SVT and the APST(V), again demonstrating a strong correlation between the two tests.
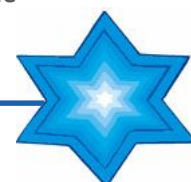
prima

KCP's Prima Series can either be used by graduate and management recruiters as part of their pre-screening process, or as a standalone battery, as is the case with a large number of KCP's test users. For most organisations, it is important that potentially able performers are identified at an early stage, and especially before candidates are invited to lengthy and expensive assessment centres.

Administration and scoring only training requirements
RQTU- Assistant Test User

Interpretation and Feedback training requirements
RQTU - Test User (Ability)

Users of other ability tests can access the Prima Series immediately.

benefits

- Very high reliabilities
- Accurate predictors of performance on longer tests
- Can be administered together or separately
- Rapid administration times
- Computer generated reports are sent immediately on completion of online versions
- Competitively priced – no expensive licensing or leasing fees
- Full range of administration options including the internet

prima

Administration
- *online*
- *paper & pencil*

Online
	£
SVT admin/report	33.00 *
SNT admin/report	33.00 *

Paper & pencil
	£
Administration & scoring (each)	30.00 *
SVT booklets (10s)	195.00
SVT answer sheets (50s)	75.00 *
SVT scoring key	20.00 *
SNT booklets (10s)	195.00
SNT answer sheets (50s)	75.00 *
SNT scoring key	20.00 *

* Subject to VAT @ 20%

integra

admin/clerical ability tests

integra

KCP's Integra Series is suitable for clerical, administrative, customer service and retail staff. Educational attainment of GCSE level or above is necessary.

Administration and scoring only training requirements
Level A Certificate of Competence in Test Administration

Interpretation and Feedback training requirements
Level A Certificate of Competence required.

Users of other ability tests can access the Integra Series immediately.

benefits

- High reliabilities
- Accurate predictors of performance
- Can be administered together or separately
- Rapid administration times
- Computer generated reports are sent immediately on completion of online versions
- Competitively priced – no expensive licensing or leasing fees

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integra

£

Online (FIT/NCT/DET)

FIT admin/report	10.00 *
NCT admin/report	10.00 *
DET admin/report	10.00 *

PC-based (DET)

Software shells	FoC
DET units (1 per admin/report)	10.00 *

Paper & pencil (FIT/NCT/PRT)

Individual admin & scoring	30.00 *
FIT booklets (10s)	160.00
FIT answer sheets (25s)	40.00 *
FIT scoring key	20.00 *
NCT booklets (10s)	160.00
NCT answer sheets (25s)	40.00 *
NCT scoring key	20.00 *
PRT answer booklet (10s)	60.00 *

* All prices subject to VAT @ 20%

kcp integra series

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