

## Identity<sup>®</sup> Personality Questionnaire to Reveal Workplace Behavioural Preferences.

The identity<sup>®</sup> Personality Questionnaire was developed by Occupational Psychologists specifically for Business Applications | Psychometric Character Test. It is fully accredited by the British Psychological Society (BPS).

For each of the questions, the respondent is asked to rate how strongly they agree or disagree with the statement about themselves within the workplace.

**I am often the centre of attention in groups**

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5

**I do not give a lot of thought to the long-term**

Strongly disagree	Disagree	Neutral	Agree	Strongly agree
<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1	2	3	4	5

Description of the variable or variables measured by the test:-  
36 scales in 4 groupings and 25 derived scales.

### Primary scales:

Social presence; Direct; Influence; Open; Independent; Modesty; Group Affiliative; Consultative; Psychological; Empathy; Adaptability; Theoretical; Rational; Creative; Critical; Foresight; Systematic; Completing; Multi-tasking; Variety seeking; Protocol Following; Control; Need to win; Determined; Decisive; Risk taking; Self potency; General anxiety; Specific anxiety; Self-assured; Resilience; Positive; Self protecting; Social desirability; Self reviewing; Reflective.

### Derived scales:

- **Leadership preferences:** Change leadership; Participative leadership; Controlling leadership; Networking leadership
- **Team profile:** Driving; Innovating; Exploring; Structuring; Evaluating; Supporting; Finalising; Flexibility
- **Emotional Focus:** Self awareness; Managing own emotions; Self motivation; Social awareness; Managing other's emotions; Social motivation;
- **Learning orientation:** Approach; Focus; Transfer;
- **Type preferences:** Energising; Attending; Deciding; Living

Items Format: Likert Ratings    Number of Test Items: 216    Time to complete: Approx' 35 minutes