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ABOUT PLUMEUS

Plumeus Inc. is an established, privately owned high-tech company specialized in development of psychological tests, system-experts and related products and services. The company is positioned as a leader in online psychological testing, with a reputation for quality, flexibility, professionalism and innovation.

Our goal is to combine deep insight into the human mind with state-of-the-art technology and large-scale validation studies in order to create a battery of complex self-scoring assessment tools. The test battery is complemented by an ever-growing suite of database-driven and other professional tools designed to explore the potential of online testing to its fullest. Our core product, the battery of tests, is adapted for use in academic research, marketing, human resources management, psychological counseling, life coaching and other areas.

Since 1996, the company – whose name means “light as a feather”– has been providing assessment and consulting services to individuals and businesses. Experts in organizations worldwide license our tests - private practice psychologists, governmental agencies, universities, and HR departments use them to meet their assessment needs.

Plumeus' websites

Plumeus runs several large high traffic websites, the most renowned being QueenDom.com and PsychTests.com. These two sites are perfect complements for one another. While PsychTests concentrates on the professional side of services, Queendom caters more to the individual test-taker. The combined traffic on these websites is reaching 1.5 million unique visits a month.

Plumeus' tests

Every one of our assessment tools is designed by a team of psychologists, educators, statisticians and artificial intelligence engineers with years of experience in the field. Large-scale validation studies with tens of thousands participants are conducted on a regular basis to ensure that our assessments are up to date and reflect current social and cultural climate.

What you get

Expertise. Our team of psychologists has over seven years of experience in psychometric test development and design of complex scoring mechanisms. Our test battery has been developed using the APA standards for psychological test design. They have been thoroughly researched using samples of tens of thousands of subjects. The scales are scored using algorithms that draw on artificial intelligence and system-expert principles, allowing exceptional precision and ensuring scientific accuracy and construct validity.

Advantageous quality/price ratio. Plumeus offers top-notch assessments for a fraction of the cost. Affordability of our tests is of utmost importance to us. By keeping our costs down, we are able to provide professionally designed and up-to-date instruments for unusually low prices.

Versatility and choice. Our test development team is flexible in terms of format, subject matter, and tone (serious or light). Plumeus' team has over 400 tests under its belt, on a wide array of topics (IQ, personality, relationships, career, mental health etc.), ranging from 6-question quizzes to in-depth hundred-question-long instruments.

Reputation. As the undisputed leader in online psychological assessments, all Plumeus' tests have earned a reputation for its rigorous scientific validation, thoroughly researched topics and astonishing insight into the human mind.



PRODUCTS AND SERVICES

Plumeus offers a variety of psychology-related products and services:

Custom test development & other consulting services

One of our greatest strengths is custom test development. We also provide supplementary services, such as data collection, statistical analyses and other consulting.

Licensing of tests and quizzes

A number of high-profile customers license our assessments to add high quality content to their projects.

Testing services for professionals

HR managers and recruiters, as well as academics and therapists, are using our test battery and data management products to complement their work.

Academics & Researchers

As a result of our strong academic background and extensive experience in scientific methodology, we have over 5000 clients using our tests for research and teaching purposes.

Typical clients:

- Undergraduate and graduate students
- Professors
- Researchers

Typical applications:

- Research
- Teaching tool in courses about psychometrics
- Self-growth tool for students

HR Managers

We offer HR professionals our innovative ARCH Profile, a *complete online testing center* with an extensive collection of professionally developed personality, career, IQ, attitude, and aptitude tests. This sophisticated database system with an interactive interface allows HR specialists to manage employee testing with unprecedented ease.

Typical clients:

- HR managers
- Recruitment and staffing agencies
- Management consultants and corporate service providers (efficiency experts, trainers, coaches)

- Recruitment and pre-employment screening
- Restructuring – re-assignment of employees to workgroups, promotions, employee
- Career planning and development
- Employee benefit programs

Typical applications:

Psychologists, therapists and coaches

Using ARCH Profile as part of online and offline practice helps counselors better understand clients' needs and develop the best plan for their growth.

Typical clients:

- Mental health professionals
- Life coaches and trainers
- Guidance counselors
- Organizational psychologists

Typical applications:

- Intake screening
- Progress tracking
- Diagnostic tools
- Career planning and development



Test Descriptions

ACCIDENT PRONESS TEST (SAFETY VERSION OF THE RISK-TAKING TEST)

63 questions, 25-30 min, Situational and Self-assessment questions

The elements included on this assessment are meant to help understand how capable the test-taker is of handling the stress that goes along with physically risky situations, how prone they are to accidents, and whether they may take unwise physical risks.

General Score: The overall Accident Prone index, plus the test-takers' potential accident related issues to look out for.

Dimensions/Sub-scores:

Sensation seeking: The degree to which one yearns to experience new, intense and varied situations.

Harm-avoidance: The desire to steer clear of negative consequences.

Conscientiousness: Conscientiousness is an important trait that separates thoughtful and reasonable risk-takers from their more reckless counterparts.

Attitudes towards safety: The reactions to rules and regulations in the workplace, and in general. This scale also assesses whether one has a

punitive attitude towards people that break these rules.

Attentiveness: This scale assesses how well and for how long one is able to concentrate on taxing mental tasks. The ability to pay attention is paramount in the prevention of accidents.

Responsibility: This scale evaluates whether one views the consequences of his/her actions as his/her own responsibility or if there is a tendency to shift the blame to external forces.

Application: HR testing, career planning, career development, personal interest.

Validation study: In progress

Statistics performed: In progress

Cost: \$15us per assessment

ACT PROFILE

64 questions, 10-15 min, Self-assessment questions

The Assessment of Character Traits Profile (ACT Profile) was developed to help the test-taker gain a greater understanding of his/her personality and behavior styles and how they may impact on his/her life. The assessment measures 11 personality traits associated with on-the-job performance.

Features: Introduction, Self-profile, Item & Scale Results, Interpretive Report, and Self-development.

Assessment scales:

Helpfulness; Sociable; Need for Approval; Dependent; Tense; Rigid; Controlling; Competitive; Conscientious; Achieving; Innovative.

Application: HR testing, career planning, career development, personal interest.

Validation study: Sample size 487,411

Statistics performed: Descriptive stats and reference values/norms; correlations within scales, across scales, with performance outcomes factors; reliability (Spearman-Brown split-half, Cronbach alpha), criterion-related validity (using concurrent performance measures); construct-related validity (factor analysis, cluster analysis, internal consistency, inter-correlations of subtests, convergent and discriminant validity).

Cost: \$22us per assessment



AMPM (PERSONALITY PROFILE)- REVISED

182 questions, with 105 additional ones, 45 min Self-assessment questions, Abridged version available

The Advanced Multidimensional Personality Matrix (AMPM) describes the test-taker in terms of the five clusters that account for individual differences in personality namely, **O**penness to New Experiences, **C**onscientiousness, **E**xtraversion/Introversion, **A**greeableness, and **N**egative emotionality or Neuroticism (OCEAN).

Features: About the five-factor model of personality; a general score and interpretation of results for each dimension.

Dimensions/Sub-scores:

Openness: This scale taps openness to new experiences, thoughts, and processes at one end, and a rejection of such at the other end. It measures the extent to which individuals are creative, curious, cultured versus practical, with narrow interest.

Conscientiousness: This scale reflects a complex trait sometimes called "Will to Achieve" or "Character" reflecting a high desire at one end and a lower desire at the other. It measures the degree to which individuals are hard working and organized, dependable and preserving versus lazy, disorganized, and unreliable.

Extraversion: This scale reflects extroversion at one extreme and introversion at the other. It measures the extent to which individuals are out

going, assertive and positively interactive with others versus reserved, timid and quiet.

Agreeableness: This scale represents a type of "easy going" at one end and "hard headed" at the other end. It measures the degree to which individuals are cooperative, warm and agreeable versus cold, disagreeable and antagonistic.

Neuroticism: This scale covers emotional adjustment and stability at one extreme to maladjustment and neuroticism at the other. It measures the extent to which the individual is calm, self-confident, and cool versus insecure, anxious, depressed and emotional.

Application: HR testing, workshops, counseling and therapy purposes, personal interest.

Validation study: In progress

Statistics performed: In progress

Cost: \$29us per assessment

ANGER PROFILE

12 situations, 36 questions, 15-20 min, Situational questions, Abridged version available

This assessment measures the style of anger in three different types of situations: emotionally loaded, moderately loaded, and benign. Measures both external reaction and internal feelings of anger. Also determines how long a person dwells on bad feelings and how in touch s/he is with feelings overall.

Sub-scores:

Angry emotions: an index that measures the degree of perceived anger, looking specifically at the emotional, rather than behavioral aspect

Angry behavior: an assessment of overt anger, as projected into an individual's behavior in specific situations

Anger by emotional load: degree of anger and description of anger management style in situations that vary by emotional intensity (heavily-loaded situations, moderately charged situations, and benign situations).

Anger by seriousness of consequences: degree of anger and overview of response depending on the repercussions of the situation (long or short-term).

Reality check: identification of discrepancy between the perceived angry emotions and the overt angry behavior

Dwelling: an evaluation of how long it takes the test-taker to get over the initial angry reaction

Advice: Suggestions on how to manage anger.

Application: HR testing, counseling and therapy purposes -anger management training, employee assistance programs, personal interest.

Validation study: Sample size 73,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version



ANXIETY TEST - REVISED

30 questions, 10-15 min, Self-assessment questions, Abridged version available

This test measures how high one's level of anxiety is, how well s/he copes with life's stressors, and whether s/he shows any of the physical signs of anxiety. This test can also help determine whether one should seek help for dealing with anxiety.

General score: Overall level of anxious feelings and whether they are affecting a person's ability to function.

Sub-scores:

Generalized anxiety: a state of continuous apprehension and anticipation of something horrible, characterized by excessive anxiety and unrealistic worry.

Existential anxiety: a sense of dissatisfaction with life and a feeling that things are somehow beyond the realm of control.

Physiological anxiety: somatic manifestations of anxiety such as fatigue, tension, digestive problems, palpitations or pounding heart, sweating, etc.

Mood stability: level of mood instability (mood swings)

Sleep disturbance: difficulty falling asleep, vivid nightmares, etc

Advice: How to alleviate or deal with anxiety on a personal level and when dealing with others.

Application: Employee assistance programs, personal interest, counseling and therapy purposes.

Validation study: Sample size 40,500

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version

ARGUING STYLE TEST - REVISED

40 questions, 20-25 min, Self-assessment questions, Abridged version available

This test examines the way one approaches arguing/conflict in a relationship with a partner. Pinpoints constructive tendencies, unhealthy behaviors, and habits that could potentially damage the relationship.

Features: General score on a spectrum from constructive to destructive, Description of Arguing Style - both strengths and weaknesses.

Advice: Rules for Constructive Arguing.

Application: Employee assistance programs, relationship-building tool, counseling and therapy purposes, personal interest.

Validation study: Sample size 15,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various

factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version



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ASSERTIVENESS TEST - REVISED

32 questions, 15-20 min, Self-assessment questions, Abridged version available

This test examines how well people assert themselves in specific types of situations, such as work/school and in their personal lives. Determines whether there is a need to improve assertiveness skills and suggests how to do so.

General score: Overall ability to be assertive.

Sub-scores:

Dealing with authority: The ability to stand up to intimidating persons.

Standing up for oneself: The courage and ability to defend one's own rights when being treated unfairly.

Fear of being vulnerable: The ability to take action despite the risk of rejection or embarrassment.

Advice: How to build assertiveness.

Application: HR testing, employee assistance programs, personal interests, counseling and therapy purposes.

Validation study: Sample size 30,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version

ATTENTION TEST

20 questions, 10 min, Self-assessment questions

This test details Problems with sustaining attention, concentrating when there are distractions in the environment, difficulty in reaching personal goals as a result. Assesses or pre-screens for Attention Deficit Disorder.

General score: Overall ability to sustain attention.

Advice: Tips on improving concentration skills, reaching goals, different types of treatment available.

Application: Employee assistance programs,

personal interest, counseling and therapy purposes.

Validation study: In progress

Statistics performed: In progress

Cost: \$10us per assessment

BURNOUT TEST 1 - REVISED (FOR THOSE IN JOBS INVOLVING SERVICE OF PEOPLE)

35 questions, 15-20 min, Self-assessment questions

Due to heavy workloads and high stress, burnout is on the rise. This test detects signs of burnout and measures how severe the symptoms are.

Sub-scores:

Emotional exhaustion: measures the degree to which the emotional charge of the test-taker's work is heavy -leaves him/her emotionally exhausted.

Detachment/dehumanization of clients: measures the extent to which the test-taker seems in touch with the needs of his/her clients, and is able to provide quality, personalized service.

Overwhelmed feeling and loss of interest: detects whether the test-taker feels overwhelmed by his/her workload and consequently lacks interest.

General exhaustion: measures general energy level.

Advice: Preventing Burnout.

Application: Employee assistance programs, counseling and therapy purposes, personal interest.

Validation study: Sample size 8,000 (another study in progress)

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, convergent and discriminant validity)

Cost: \$10us per assessment



BURNOUT TEST 2 - REVISED (FOR THOSE IN JOBS NOT INVOLVING INTERACTION WITH CLIENTS)

30 questions, 15-20 min, Self-assessment questions

This test detects signs of burnout and measures how severe the symptoms are.

Sub-scores:

Emotional exhaustion: measures the degree to which the emotional charge of the test-taker's work is heavy -leaves him/her emotionally exhausted.

Overwhelmed feeling and loss of interest: detects whether the test-taker feels overwhelmed by his/her workload and consequently lacks interest.

General exhaustion: measures general energy level.

Advice: Preventing Burnout.

Application: Employee assistance programs, counseling and therapy purposes, personal interest.

Validation study: Sample size 5,000 (another study in progress)

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, convergent and discriminant validity)

Cost: \$10us per assessment

CAREER ADVANCEMENT TEST

41 questions, 12-20 minutes, Situational and Self-assessment questions, Abridged version available

The Career Advancement Test assesses whether one is ready to move up in his/her career (through a promotion or increase of responsibilities). Evaluates drive and initiative, ability to take on more responsibility, and reaction to challenge. Provides information on the person's strengths, potential strengths and limitations so as to develop a career plan to get going in the right direction.

General score: How ready one is for added responsibility.

Sub-scores:

Untapped potential: measures whether present duties are allowing the test-taker to achieve as much as s/he feels capable of.

Readiness for responsibility: measures whether the individual is ready to handle extra accountability that comes with advancement.

Challenge seeking: measures whether the test-taker is ready to take on more challenge than presently facing at work.

Self-confidence: measures the extent to which the individual believes in his/her career abilities, and is assured of the fact that s/he has a lot to offer.

Leadership potential: measures the extent to which the test-taker feels ready to tackle the pressures of managing other employees, or looking to move even higher up the ladder.

Risk-taking: measures the degree to which the individual takes risks.

Aspiration: measures whether the individual sets goals, thinks ahead and takes the necessary steps to advance.

Adaptability: measures the degree to which the individual feels ready to adapt to changes at work - whether that means a different environment, new colleagues, more stress or a wider variety of duties.

Drive and initiative: measures one's motivation to move ahead

Advice: how to take one's career to a higher level.

Application: HR testing, employee assistance programs - career planning and development, personal interest.

Validation study: Sample size: 23,649.

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version



CAREER MOTIVATION TEST

41 questions, 12-20 minutes, Situational

This test was designed to determine which components, out of 16 identified motivators, a person values as essential to career fulfillment. Pinpoints all major, minor and insignificant motivators, along with a detailed breakdown on what that means to the person and how the person can develop full potential by taking advantage of natural drive.

Results: Explanation of major, minor and insignificant career motivators, with motto, detailed description, possible drawbacks and ways to integrate each motivator into career.

Application: HR testing, training purposes, career planning, personal interest.

Validation study: Sample size: 1,000 (another study in progress).

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, convergent and discriminant validity)

Cost: \$10us per assessment

CLASSICAL INTELLIGENCE TEST - 2ND REVISION

60 questions, 45-60 min, Questions

This Classical IQ Test breaks combines Logical reasoning, math skills, general knowledge, classification, analogies and among concepts or things to form a global IQ score.

What it measures: This IQ test measures several factors of intelligence, namely logical reasoning, math skills and general knowledge. It also measures ability to classify things according to various attributes, and to see analogies and relations among concepts or things. It doesn't take into consideration verbal, social, or emotional intelligence.

General score: Raw IQ score, plus score adjusted for age and for gender.

Sub-scores:

Pattern recognition: measures the ability to make out patterns in a series of images, numbers, words or ideas.

Classification: measures the ability to discover the commonalities among collections of words, pictures, objects, etc. and the ability to organize them accordingly.

Making analogies: measures the ability to find the relationships between elements of things (words, numbers, images, etc.) otherwise unlike.

Arithmetic: measures a branch of mathematics that generally deals with the nonnegative real

numbers and with the application of the operations of addition, subtraction, multiplication, and division to them.

General knowledge: measures awareness of things that are generally well-known.

Logic: measures the ability to make deductions that lead rationally to a certain probability or conclusion.

Application: HR testing, career development, personal interest, educational purposes.

Validation study: Sample size 352,000 in 3rd phase of validation

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups, correlation with other standardized tests); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment



COMMUNICATION SKILLS - REVISED

34 questions, 15-20 min, Self-assessment, Abridged version available

The Communication Skills Test assesses how well one communicates in different types of situations, and what habits s/he may have that are barriers to effective communication. Suggest specific changes that can be made to improve communication, listening, assertiveness and management of emotions.

Sub-scores:

Listening skills: measures ability to listen actively rather than passively.

Ability to get the message across: measures ability to deliver a clear message to others.

Insight to the communication process: measures understanding of how communication works and ability to "read" others.

Emotional management in the communication process: measures ability to express emotions and deal with the emotions of others.

Assertive communication: measures ability to express differing opinions and stand up for oneself.

Communication barriers: measures characteristics that may interfere with ability to communicate.

Advice: Steps to improving communication skills in different areas of life.

Application: HR testing, career development, personal interest, counseling and therapy purposes.

Validation study: Sample size 37,600

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version

CONCENTRATION PRACTICAL TEST

26 rows; time limit is 6 minutes, Interactive exercise

This skill testing exercise will determine how well one is able to concentrate and complete an exercise requiring focused attention. The Concentration Practical Test is equipped with a timer that counts down the minutes as the pressure mounts.

General score: overall ability to concentrate.

Application: Employee assistance programs,

career planning, career training, personal interest.

Cost: \$10us per assessment

CONCENTRATION MANAGEMENT TEST

17 questions, 7-10 min, Self-assessment

The Concentration Management Test measures how well a person is able to focus on the task at hand, and whether s/he has a well-developed repertoire of concentration skills.

Concentration Tips: How to improve concentration skills.

Application: HR testing, career planning and training, employee assistance programs, personal interest.

Validation study: In progress.

Statistics performed: Coming in the near future.

Cost: \$10us per assessment



CONFLICT MANAGEMENT STYLE

42 questions, 30-40 min, Situational

This test determines the test taker's style of dealing with conflict in general, as well as with family/friends, in relationships, with colleagues/fellow students and with acquaintances/strangers in low charge situations; in medium charge situations; in high charge situations. Pinpoints any unhealthy tendencies and provides suggestions for working on them.

General score: Predominant conflict management style.

Sub-scores:

Accommodating style: a style whereby one tends to abandon his/her own interests in order to make way for the interests of others.

Avoidant style: a style whereby one tends to steer clear of conflict.

Competitive style: a style whereby one tends to stand up for his/her rights, defends a position that s/he firmly believes is correct, or simply pushes to win.

Compromising style: a style whereby one tends to look beyond his/her immediate interests and often opts for seeking solutions that will benefit both parties.

Dominating style: a style whereby one is extremely assertive and turns a blind eye to the perspectives and opinions of the other party.

Passive aggressive style: a style whereby one tends to avoid the conflict itself by not making

his/her perspective, opinions, needs, desires, or goals known, or not addressing the issue directly. Instead, the passive aggressive hides his/her true feelings and allows the resentment and discontent to come out in other ways.

Transcendent style: a style whereby one tends to transcend conflict.

Advice: Tips for improving approaches to conflict management, plus pointers on dealing with other people's conflict management styles.

Application: Employee assistance programs, counseling and therapy purposes -conflict management training, personal interest.

Validation study: Sample size 1,500 (another study is in progress)

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha)

Cost: \$10us per assessment

COPING SKILLS TEST - REVISED

45 questions, 20-25 min, Self-assessment, Abridged version available

The Coping Skills Test measures how well one is able to deal with life's rough patches, setbacks and stress. Evaluates the various attitudes and strategies that contribute to good coping, such as flexibility, reaction to stress and self-reliance. Provides suggestions for building coping skills in specific areas.

Sub-scores:

Adaptive reaction to stress: measures whether individuals react to stress in a way that is positive or negative for their well-being.

Ability to assess situations: measures the ability to evaluate situations, and the ability to trust one's own judgment to find the best possible solution.

Self-reliance: measures the ability to rely upon oneself to deal with problems.

Resourcefulness: measures the ability to come up with inventive ways to solve problems, and the ability to use the resources at hand to solve uncommon or unforeseen problems.

Adaptability and flexibility: measures whether individuals are flexible and have the ability to adapt to change.

Proactive attitude: measures the ability to take charge, make decisions and assert oneself.

Ability to relax: measures the ability to relax, a skill that is useful in reducing overall stress level.

Advice: How to improve coping skills.

Application: HR testing, employee assistance programs, counseling and therapy purposes, personal interest.

Validation study: Sample size 1,000 (another study is in progress)

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha)

Cost: \$10us per assessment; \$5us for abridged version



CULTURE-FAIR IQ TEST - REVISED

4 parts, 20 questions in total, 20-40 min, Spatial intelligence and pattern recognition (images)

The Culture-Fair IQ test is designed to test IQ while minimizing cultural or educational background unfairness. It is based on image patterns, thus avoiding the biases inherent in other intelligence tests.

General score: IQ score.

Application: HR testing, career development, personal interest, educational purposes.

Validation study: Sample size 7,000 (another study is in progress)

Statistics performed: Descriptive stats and reference values/norms; correlations with various

factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, convergent and discriminant validity)

Cost: \$10us per assessment

CUSTOMER SERVICE JOB FIT TEST

183 questions, with 244 additional ones, 45 - 50 min, Self-assessment and situational questions

The Customer Service Job Fit Test assesses whether the personality traits and skills the test-taker possesses match those required to work in this field. It will identify their strengths, as well as the areas they may need to improve on.

General score: Overall customer service index as defined by five scales and 36 subscores

Customer Service Scales:

Communication skills: Provides a gauge of an individual's capacity to express him/herself clearly and concisely. The subscales covered are: Sending a Message, Communication Insight, Physical Attentiveness and Mental Attentiveness.

Social skills: Determines the test-taker's ability to resolve conflict, and whether he/she is adept at picking up on social cues and, as a result, adjust his/her behavior accordingly. The subscales covered are: Conflict Resolution, Social Insight, Social Behavior, Assertiveness and Self-Confidence.

Self-control: Evaluates an individual's ability to assess and manage him/herself in a variety of emotionally-provoking situations. The subscales covered are: Private Self-Monitoring, Public Self-Monitoring, Hostility/Anger Control, Sensitivity to Criticism and Patience.

Coping skills: Measures an individual's ability to deal with the fast-paced and often stressful customer service environment. The subscales covered are: Assessing Situations, Adaptability and Flexibility, Adapting to Stress, Resourcefulness, Self-Reliance, Pro-Active Attitude, Optimism, Mental Toughness and Perspective.

Work habits: Measures an individual's work ethics and ability to complete tasks in an efficient manner. The subscales covered are: Time Management, Meticulousness, Organizational Skills (Neatness and Self-discipline), Concentration, Conscientiousness, Decision-Making and Self-Motivation.

Validation study: In progress

Statistics performed: In progress

Cost: \$29us per assessment



DEPRESSION TEST

85 questions, 20 - 30 min, Self-assessment, Abridged available

Depression Test determines whether one has, or is at risk for developing, a depressive disorder. Checks for symptoms and criteria established in the Diagnostic and Statistical Manual of Mental Disorder - Fourth edition (DSM-IV, APA, 1994).

Features: A brief overview of depression and its causes, General score with graph displaying overall score; Extensive interpretation of test results; List of depressive symptoms detected by the test

Tentative diagnosis: Verification of diagnostic criteria for three different types of depressive illness (major depression, minor depression and dysthymia)

Advice: Suggestions on how to manage depression.

Application: Employee assistance programs,

personal interest, counseling and therapy purposes.

Validation study: Sample size 43,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version

DRIVING PERSONALITY TEST

14 questions, 15-20 min, Situational questions

This test will define what driving personality is and whether one shows any signs of road rage. Includes driving trips for avoiding precarious situations.

Driving index: Spectrum of calm to road rage.

Sub-scores: Frequency of road rage behavior

Advice: How to stay calm behind the wheel.

Application: Employee assistance programs, driving courses, anger management training, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various

factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment

EATING DISORDERS AND EMOTIONAL EATING TEST

62 questions, 30-35 min, Situational and Self-assessment

The Eating Disorders and Emotional Eating Test assesses eating habits to determine whether one's relationship with food is mentally healthy or damaging. It will also assess whether one has tendencies towards certain documented eating disorders such as Anorexia Nervosa and Bulimia Nervosa.

Features: Body Mass Index, Anorexia Nervosa Index, Coping strategies for Anorexia Nervosa, Bulimia Nervosa Index, Coping Strategies for Bulimia Nervosa.

Application: Employee assistance programs, personal interest, counseling and therapy, workshops.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment



EGOISM/ALTRUISM TEST

23 questions, 10-15 min, Situational questions

Egoism/Altruism Test measures the extent to which people are able to put themselves in the shoes of others, and whether they tend to give or focus most attention on themselves.

Egoism/Altruism Score: Results on a spectrum from egoist to altruist.

Application: HR testing, counseling and therapy purposes, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half,

Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment

EMOTIONAL INTELLIGENCE TEST - REVISED

70 questions, 35-40 min, Self-assessment and Situational questions, Abridged Available

The Emotional Intelligence Quotient (EIQ) comprises of the ability to recognize and label one's feelings and needs, and reconcile those needs with both one's long-term goals and the needs of other people. People with a high EIQ know how to control their emotions, and are also able to motivate themselves and mobilize their internal resources (energy, effort, etc) along with their external (social networks, empathy, etc.) to be successful in life.

Features and what they measure:

General emotional intelligence score

Behavioral score: measures actions that will encourage desired outcomes in social situations and intrapersonal issues.

Knowledge score: measures the degree of knowledge about how to behave in order to achieve desired outcomes in interpersonal and intra-personal situations.

Sub-scores:

Emotional insight into self: measures the level of emotional insight.

Goal orientation and motivation: measures the ability to set goals and the drive to achieve them.

Emotional expression: measures ability to express emotions.

Social insight and empathy: measures the level of social insight and empathy.

Advice: how to improve specific skills of EIQ (specific for each sub-score).

Application: HR testing, employee assistance programs, counseling and therapy purposes, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version

EXERCISE MYTH TEST

10 questions, 5 min, Knowledge questions

This quiz tests one's level of knowledge regarding the best way to work out and get fit.

Features: Exercise Savvy Index, Correct answers with explanation.

Application: Personal interest.

Cost: \$5us per quiz



EXTROVERSION/INTROVERSION TEST - REVISED

40 questions, 15-20 min, Situational and Self-assessment

The Extroversion/Introversion scale determines whether one is oriented towards the outer or inner world and the implications of this tendency.

Features: Introduction - About Extroversion/Introversion, Extroversion/Introversion Index - score on the spectrum from introvert to extravert, including interpretation.

Application: HR testing, career development, and personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment

FITNESS TEST

21 questions, 10-15 min, Situational questions

This test is designed to evaluate knowledge of fitness facts, such as stretching, effects of aerobic activity, muscle strengthening and more.

Features: Score with interpretation, Correct answers with explanation

Application: Personal interest, workshops

Cost: \$5us per quiz

GOAL-SETTING EXERCISE

4 parts: 40 square in each, 15 sec per task; total time 5 min, Interactive Exercise

Using a timed practical exercise, the Goal Setting Exercise measures whether one sets reasonable goals and adjusts them reasonably based on performance.

Features: Introduction to Goal-Setting

Application: Employee assistance programs, personal interest.

Cost: \$5us per exercise

GOAL-SETTING TEST

21 questions, 7-12 min, Self-assessment

The Goal-Setting Test assesses whether one has knowledge of effective goal-setting techniques and puts them into practice.

Features: Introduction to Goal-Setting, practical suggestions for improving approach to aspiration.

General score: Whether one has knowledge of effective goal-setting techniques and puts them into practice.

Advice: Goal-Setting Advice, with specific guidelines for developing strategies for achieving goals.

Application: HR testing, employee assistance programs, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version



HONESTY TEST

60 questions, 30 min, Situational and Self-assessment

Honesty questionnaires are intended to identify the most dishonest candidates, as well as those who might sway from ethical behavior when they find themselves in enticing situations.

Features: Areas of concern and behaviors to look out for, practical suggestions for improving attitude and work ethic

Sub-scores:

Attitude towards dishonest behavior: How one feels about specific dishonest behaviors mentioned is an excellent predictor of future behavior on the job.

Perceived frequency of dishonest behaviors: One's perception of the prevalence of dishonest behavior is related to one's actual propensity to such actions.

Rationalizing of dishonest behavior: Those prone to rationalizing dishonest behavior are more likely to behave dishonestly, even when they feel wronged.

Self-reported honesty: How one would think they

would react to various situations of moral dilemmas.

Validity scale: Often called a faking scale, used to indicate the degree of desirable responses.

Application: HR testing, counseling and therapy -life coaching, personal interest.

Validation study: Sample size: 2,600 (another study is in progress).

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$15us per assessment

HOSTILITY TEST

29 questions, 15 min, Situational and Self-assessment

This test measures hostility as a three-dimensional construct comprised of hostile cognitions, affect, and behavior.

Features: Full interpretive results on general score plus 3 subscales; advice on reducing hostile emotions, aggressive behavior, and changing a cynical worldview

Sub-scores:

Hostile emotions: Measures the appropriate level of emotional behavior in a given context.

Hostile behaviors: Measures the outward, overt, actions in a given context.

Cynicism: The perspective one has in placing their behavior within a given context.

Application: HR testing, counseling/ therapy, life coaching and personal interest.

Validation study: Sample size: 18,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment



INTELLIGENCE TYPE TEST

49 questions, 20-25 min, Situational and Self-assessment

This test was designed to measure Gardner's Seven Intelligence Types in individuals. It assesses multiple intelligence and associates each intelligence type with a specific set of strengths and interests.

Features: Introduction to Multiple Intelligences

Sub-scores:

Bodily/kinesthetic intelligence: the ability to use mental abilities to coordinate bodily movements.

Logical-mathematical intelligence: the ability to use numbers effectively and to reason well, to recognize and solve problems using logical patterns to categorize, infer, make generalizations and test hypotheses.

Linguistic intelligence: a highly developed capacity to use words effectively, in writing or in speech, as well as to persuade, remember information, and explain.

Spatial Intelligence: a highly developed capacity to perceive the visual world accurately and to transform and recreate visual perceptions.

Musical Intelligence: the capability to recognize and compose musical pitches, tones, and rhythms. This type of intelligence is most easily recognized in an environment where music is important, or instruments are readily available, but it is sometimes irrelevant in less supportive surroundings.

Intrapersonal intelligence: the capacity to detect and discern among one's own feelings (self-knowledge) and the ability to use that knowledge

for personal understanding. Individuals with this kind of intelligence are able to construct an accurate perception of themselves and use such knowledge in planning and directing their life.

Interpersonal intelligence: Interpersonal intelligence is the capacity to understand and interact effectively with others. This intelligence is the ability to discern the moods, temperaments, dispositions, motivations, and desires of other people and respond appropriately.

Additional Information: Capacities and strengths, likes and interests, and famous people who exhibit each Intelligence Type

Application: HR testing, personal career planning, and training purposes.

Validation study: Sample size 926 (another study is in progress)

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment

IT JOB FIT

126 questions, with 60 additional ones 30 - 40 min, Skill Testing, Situational and Self-assessment

The IT Job Fit is designed to assess certain aspects of the test taker's Work Habits, Work Attitudes and Analytical Skills that pertain to success in a career in the IT industry.

Features: Introduction to what it takes to be successful in the field of technology; General score indicating overall suitability for work in IT; Scores for each scale and related sub-scores - specific results for each scale and what it means for capability in the IT industry.

Sub-scores:

Work habits: Meticulousness, Concentration, Patience, Prioritization skills, Time Management skills and Creative Problem-solving skills.

Work attitudes: Attitude Towards Teamwork, Team vs. Individual Preference, Adaptability, Reaction to Stress and Attitude Towards Dishonest Behavior.

Analytical skills: pattern recognition, classification, analogies and logic.

Application: HR testing, personal career planning, and training purposes.

Validation study: In progress

Statistics performed: Coming soon

Cost: \$29us per assessment



LEADERSHIP TEST - REVISED

40 questions, Situational questions

The Leadership Test measures whether a person has the right attitudes, behaviors and skills to be an effective leader. Includes various elements such as the ability to inspire, active listening, confidence and the talent for mobilizing human potential.

Features: Introduction to Leadership

Sub-scores:

Ability to inspire: measures ability to motivate people and create unity and team spirit.

Empowering others: measures tendency to share information with people, i.e.: plans, goals, the big picture; hand over some authority,

Active listening: measures tendency to pay close attention to what people are saying or ignore information people are giving.

Visionary outlook: measures one's innovative, visionary perspective; creative problem solving; planning ahead; seeing big picture not focusing on the day to day.

Confidence: measures level of confidence.

Application: HR testing, career development, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment

LIFESTYLE TEST

25 questions, 10-15 min, Self-assessment

The Lifestyle test assesses daily habits and lifestyle choices are increasing a person's quality of life or causing health and stress problems.

Features: About Healthy Lifestyles; Healthy Living score with interpretation.

Application: Employee assistance programs, personal interest, workshops, life coaching.

Cost: \$5us per assessment

LOCUS OF CONTROL & ATTRIBUTION STYLE - REVISED

30 questions, 10-15 min, Self-assessment, Abridged version available

A Locus of Control orientation is a belief about whether the outcomes of our actions depend on what we do (internal control orientation) or on events outside our personal control (external control orientation). Our attribution style determines which forces we hold responsible for our successes and failures. Both locus of control and attribution styles have a major influence on our motivation, expectations, self-esteem, risk-taking behavior, and even on the actual outcome of our actions.

Features: About Locus of Control and Attribution Style; Locus of Control score.

Sub-scores:

Success Attribution Style (Internal vs. External Forces and Stable vs. Unstable Forces).

Failure Attribution Style (Internal vs. External Forces and Stable vs. Unstable Forces)

Advice: Changing a self-defeating locus of control.

Application: HR testing, counseling and therapy -life coaching, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version.



LOGIC IQ TEST - REVISED

20 questions, 25-40 min, Textual and numerical logic problems

The test will assess the person's ability to logically discern numerical patterns and to apply them to new contexts, to complete numerical computations and to solve geometrical, mathematical and logic word problems. The test does not require a mathematical education above the high school level. For the most part, it does not evaluate acquisition of specific formulas or procedures.

Features: About Logic IQ; Logic IQ score.

Application: HR testing, career training, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half,

Guttman split-half, Cronbach alpha); criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment

MANAGEMENT SKILLS INVENTORY

166 questions, 45-60 minutes, Self-assessment and situational questions

What it measures: This test was designed to determine an individual's overall management skills. It assesses basic managerial functions, namely planning, organizing, staffing, leading, and controlling as well as interpersonal and intrapersonal proficiency and the specific skills related to each function.

Features: Introduction to management skills; General Score and overall interpretation; a list of Strengths, Potential Strengths, and Weaknesses; Sub-scores with detailed interpretations; and an extensive advice and tips section.

General score: one's overall management score.

Sub-scores:

Planning: measures ability to determine what should be done in the future and plan accordingly.

Organizing: measures ability to arrange and distribute work among employees to accomplish the organization's goals.

Staffing: measure skill in recruiting, selecting, orienting, training, appraising, and evaluating employees.

Leading: measures the function of guiding employees toward accomplishing organizational objectives.

Controlling: measures ability to ensure that actual performance is in line with intended performance and to take corrective action.

Interpersonal skills: measures people skills such as communication, self-monitoring, and general soft skills.

Intrapersonal skills: measures factors such as drive, coping skills, self-confidence, and locus of control.

Advice: Techniques to improve on specific management functions and overall management competence.

Application: HR testing, employee assistance programs, career planning, personal interest.

Validation study: In progress.

Statistics performed: In progress

Cost: \$29us per assessment



MANAGEMENT STYLE TEST

49 questions, 15-20 minutes, Self-assessment questions

This test was designed to determine an individual's overall management style. It assesses factors such as management focus, overall approach to management, and various attitudes associated with different management styles.

Features: Introduction to the management styles

Sub-scores (Management Styles):

Product orientation: The concern for the results of the work needed to accomplish the tasks involved.

People orientation: The concern for people (motivation, work satisfaction, respect, etc) involved in the task.

Goal orientation: The focused on the overall goal of the company or their team.

Directive orientation: The ability to assign work and keep abreast of employee progress.

Participatory orientation: The capacity to work along, rather than above, the employees they manage.

Adaptive orientation: Those open to new ways of thinking and innovative ideas and are willing to modify processes when a better alternative arises.

Change orientation: Managers who enjoy creating change, be it procedural, technical or, managerial. Forward thinkers. who take risks and are not attached to the status quo.

Positivity orientation: Those that see the bright side of any issue. Where others may see trouble or pitfalls, they tend to see opportunity.

Proactive orientation: Managers that will tackle work straight on. Look to the future to anticipate upcoming problems and issues.

Application: HR testing, career planning, personal interest.

Validation study: Sample size: 587 (another study is in progress).

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version

MENTAL TOUGHNESS (HARDINESS) TEST

26 questions, 10-15 minutes, Self-assessment questions

What it measures: The Hardiness Test will help you understand your reaction to stress - whether your personality helps you tough out those difficult times, or leads you to melt down. Psychological hardiness is linked to the ability to thrive under pressure in both personal and professional life.

Features: Introduction to Hardiness; General score broken down on three subscales; Advice to increase mental toughness on the three subscales.

Subscales:

Commitment: whether one finds enjoyment and interest in their chosen activities.

Control: the extent to which one takes responsibility for his their actions, and the amount

of control dealing with stressful situations.

Challenge: the extent to which one views stressful, difficult situations that arise in his life as challenges rather than setbacks.

Application: HR testing, career development, personal interest, workshops, life coaching.

Validation study: In progress

Statistics performed: Coming in the near future.

Cost: \$10us per assessment



METICULOUSNESS TEST

21 questions, 7-10 min, Self-assessment questions, Abridged version available

The Meticulousness Test measures how detail-oriented a person is, how well s/he is able to focus on the small things, level of precision, and whether s/he has developed the necessary habits for efficient, meticulous work.

Features Introduction to Meticulousness

General score: how well one is able to pay attention to the small details of tasks.

Advice: learning to be more meticulous.

Application: HR testing, career development, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various

factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment

NUTRITION QUOTIENT TEST

34 questions, 10-20 min, Knowledge-type questions

This quiz evaluates general knowledge of nutrition.

Features About Healthy Eating; Nutrition Quotient score; Detailed explanation of all the correct answers.

Application: Workshops, personal interest.

Cost: \$5us per quiz

OPTIMISM/PESSIMISM TEST - REVISED

30 questions, 10-15 min, Situational questions

This scale measures whether one has a negative or positive outlook, and how that perspective may be affecting outcomes in life.

Features: About Optimism/Pessimism; Optimism/Pessimism score with interpretation.

Advice: Increasing optimism.

Application: HR testing, counseling and therapy purposes, employee assistance programs, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various

factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment



ORGANIZATIONAL SKILLS TEST

65 to 119 questions, 20 - 30 min, Self-assessment questions

The Organizational Skills test measures whether one applies the basic principles of organization, as defined by 7 subscales, at home and at work or school.

Features: Full interpretive results on the general score and subscales; advice on Time Management, Cognitive Organization, and Neatness

Sub-scores:

Prioritization: the ability to arrange and complete tasks in order of importance

Self-discipline: the ability to train and control personal conduct - a critical skill for becoming and remaining organized

Time management: the ability to use time efficiently in order to complete tasks and accomplish goals

Cognitive organization: the abilities to retrieve stored information, think clearly about complicated issues, and use relevant information in decision-making.

Strategy: plan of action intended to accomplish a specific goal

Neatness: order and tidiness

Self-motivation: the ability to create incentive from within to accomplish your goals

Application: HR testing, counseling and therapy -life coaching, personal interest.

Validation study: In progress

Statistics performed: Coming in the near future

Cost: \$15us per assessment

PERFECTIONISM TEST

44 questions, 20-25 min, Situational and Self-assessment, Abridged version available

What it measures: Whether or not one has strong perfectionism tendencies and what affect that could have on life. Identifies if perfectionism is directed towards one's own self or others, and whether one thinks others expect perfection from him/her.

Features: Introduction about perfectionism

Sub-scores:

Self-oriented perfectionism: expects the impossible from him/herself.

Other-oriented perfectionism: imposes his/her high standards on other people.

Socially-prescribed perfectionism: involves the belief that other people have extremely high expectations of you

Application: HR testing, counseling and therapy purposes, employee assistance programs, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version

POWER PROFILE

15 questions, 8-12 min, Situational and Self-assessment questions

The Power Profile assesses whether one seeks or avoids power, and how this might play out in interactions with others.

Features: Introduction About Power; Power score with interpretation.

Application: HR testing, employee assistance programs, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various

factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment



PROCRASTINATION TEST

40 questions, 15-20 min, Situational and Self-assessment questions, Abridged version available

What it measures: Whether one procrastinates, and to what degree, in the various areas of life: household chores, work or school, personal health and well-being, and personal relationships. Provides tips on beating the procrastination habit.

Features: Introduction about procrastination, Overall Procrastination score with interpretation.

Sub-scores:

Procrastination of Household Chores;
Procrastination in Work or School; Procrastination in Personal Health and Well-being;
Procrastination in Personal Relationships;
Reasons for Procrastinating.

Advice: How to kick the procrastination habit.

Application: Employee assistance programs, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version

RESILIENCE TEST

25 questions, 15-20 min, Situational questions, Abridged version available

The Resilience Test measures how well one is able to cope with and recover from minor stressors and difficult life events. Includes suggestions for building resilience.

Features: Introduction About Resilience, Overall Resilience score, Advice - ways to build resilience.

Application: HR testing, counseling and therapy purposes, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various

factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version

RISK TAKING TEST

80 questions, 30 min Situational and Self-assessment questions

What it measures: This test is designed to determine the test-taker's level of comfort with risk-taking, and how it could their career.

Features: Full interpretive results on the general score and subscales; advice for wise decisions about risk-taking

Sub-scores:

Sensation seeking: Propensity to thrive on new, intense, and varied situations

Harm avoidance: The degree to which one seeks to avoid stressful situations

Comfort with ambiguity: a willingness to take action, despite uncertain outcomes

Conscientiousness: The degree of separation

between a thoughtful, reasonable behavior to reckless abandonment

Locus of control: The perceived degree of control over one's actions

Reward dependence: The motivational values of both recognition and tangible rewards

Application: HR testing, counseling and therapy purposes, personal interest.

Validation study: in progress

Statistics performed: in progress

Cost: \$10us per assessment; \$5us for abridged version



ROMANTIC PERSONALITY TEST

18 questions, 8-12 min, Situational questions

How romantic one is in the typical sense and how one's approaches could play out in a relationship. Includes suggestions for romantic ventures!

Features Score on the Romance Index with interpretation, Advice on adding romance to a relationship.

Application: Counseling and therapy purposes, relationship building, personal interest.

Cost: \$5us per assessment

SALES PERSONALITY TEST - REVISED

70 questions, 35-40 min, Self-assessment questions

The Sales Personality Test assesses the degree one has of the skills, attitudes and motivation to make it in a sales career. Includes where a person fits on various elements related to sales, like soft skills, success orientation, mental toughness, organizational skills and perfectionism.

Features: Sales Personality Index - a general overview of results.

Sub-scores:

Soft skills: measures interpersonal skills that determine a person's ability to effectively get along with and deal with other people. In regards to sales, these aptitudes include communication, "people" skills, negotiation and networking.

Success orientation: measures an individual's resourcefulness, persistence and drive to succeed.

Toughness: measures an individual's ability to cope with the criticism and rejection that often comes with a career in sales.

Organization skills: measures organizational skills such as time management and general orderliness.

Perfectionism: Low perfectionism in sales means a lack of ambition while high means elevated stress and, often, low self-esteem.

Advice: suggestions on how to improve selling.

Application: HR testing, career training, career planning.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment



SAPEB (SALES BATTERY) TEST

279 questions, approx. 90 min, Self-assessment, situational, spatial intelligence & pattern recognition (images).

This complete battery of assessments will examine how well suited the test-taker is for the world of sales, based on scores from the following subscales: culture-free IQ, emotional intelligence, sales personality, communication skills, success likelihood, and coping skills.

Features: Introduction to what it takes to be successful in the field of sales; General score indicating overall suitability for work in sales; *Scores for each scale and related sub-scores* - specific results for each scale and what it means for capability in sales.

Sub-scores:

Culture-free IQ: designed to test IQ while minimizing cultural or educational background unfairness. It is based on image patterns, thus avoiding the biases inherent in other intelligence tests.

Emotional intelligence: the ability to recognize and label one's feelings and needs, and reconcile those needs with both one's long-term goals and the needs of other people.

Sales personality: includes where a person fits on various elements related to sales, like soft skills, success orientation, mental toughness, organizational skills and perfectionism.

Communication skills: how well one communicates in different types of situations, and

what habits s/he may have that are barriers to effective communication.

Success likelihood: includes fear of success and social consequences of success, drive and ambition, and fear of failure.

Coping skills: evaluates the various attitudes and strategies that contribute to good coping, such as flexibility, reaction to stress and self-reliance.

Application: HR testing, career training, career planning, employee assistance programs.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$29us per assessment

SELF DISCLOSURE TEST

20 questions, 15-20 min, Situational questions

The Self Disclosure Test assesses how much test-takers open up and reveal about their own thoughts, opinions and experiences to other people, broken down into specific categories; family, friends, acquaintances and strangers. Discusses how this may affect relationships.

Features: Introduction About Self-Disclosure; Overall Self-disclosure score

Sub-scores: Self-disclosure with: Family, Friends, Acquaintances, Strangers

Advice: How to open up.

Application: Employee assistance programs, relationship building, counseling and therapy purposes, workshops, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version



SELF-ESTEEM TEST - REVISED

30 questions, 10-15 min, Self-assessment questions, Abridged version available

The Self-Esteem Test measures how high one's feelings of self-worth are, and how one's beliefs may be affecting life as a whole. Includes a breakdown of the various factors that could contribute to self-esteem, such as unrealistic expectations, need for approval, proactive attitude and others.

Features: Introduction about self esteem; self-esteem index score.

Sub-scores:

Self-love and Self-worth: measures general opinion of oneself.

Feeling of inadequacy: measures belief in one's competence.

Self-depreciating statements: measures engagement in negative, self-critical internal dialogue.

Unrealistic expectations of self: measures pressure put on oneself to reach very high standards.

Social comfort: measures the extent to which one fits in socially, builds a support network and feels comfortable in social situations.

Need for approval: measures the extent to which one seeks recognition from others.

Beliefs and attitudes: measures preconceptions that nurture self-image.

Proactive attitude: measures willingness to give things a try.

Advice: Tips for building and keeping a high self-esteem.

Application: Employee assistance programs, counseling and therapy purposes, workshops, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version

SELF-MONITORING TEST

69 questions, 20-30 min, Self-assessment and situational questions

The Self-Monitoring Test measures the degree to which an individual can acclimatize his/her thoughts, feelings, and actions to contend with any given situation. In other words, the test measures how much control one has over his/her mind and actions. The ease or difficult with which one self-monitors, his/her sensitivity to social cues, and other people's perception of one's behavior is also assessed.

Features: Introduction About Self-Monitoring; General Self-Monitoring Score with Interpretation; Strengths, Potential Strengths, and Weaknesses.

Sub-scores:

Intrapersonal self-monitoring: measures the ability to change one's perspective/thoughts when these can prove detrimental to one's well-being.

Interpersonal self-monitoring: measures the extent to which one regulates and controls his or her expressive behavior and self-presentations in social settings.

Willingness to self-monitor: measures the degree to which one is willing to engage in intrapersonal self-monitoring.

Effort needed for intrapersonal self-monitoring: measures the ease with which one engages in private self-monitoring

People's impression: assesses how well one picks up on social cues in his/her social environment.

Anger management: measures the test-taker's control over his/her aggressive impulses.

Advice: Tips for dealing with stress and improving one's self-monitoring.

Application: Hiring, employee assistance programs, counseling and therapy purposes, workshops, personal interest.

Validation study: In progress.

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha); criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, convergent and discriminant validity)

Cost: \$10us per assessment; \$5us for abridged version



SENSUALITY TEST

25 questions, 10-15 min, Situational questions

The Sensuality Test measures how "in tune" test-takers are with all of their senses, and how this connection plays out in both their everyday habits and their sex life.

Features Introduction to Sensuality; Score on the Sensuality Index: with interpretation.

Application: Personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half,

Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment

SLEEP HYGIENE TEST

20 questions, 20-25 min, Self-assessment and situational questions

The Sleep Hygiene Test measures whether daily routines and nighttime habits are helping the test-takers get the rest that their bodies need. Includes guidelines for getting a good night's sleep.

Features: Score on the Sleep Hygiene Index, with interpretation.

Advice: Sleep guidelines and tips.

Application: Employee assistance programs, personal interest, counseling and therapy purposes.

Validation study: Sample size 21,960

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha); criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, convergent and discriminant validity)

Cost: \$10 per assessment

SOCIAL ANXIETY TEST - REVISED

25 questions, 10-15 min, Self-assessment questions

The Social Anxiety test measures whether one shows the signs of social anxiety, and to what degree. Social anxiety is a fear of social situations that involve interaction with other people: more specifically, the dread of being negatively judged and evaluated by other people leading to feelings of inadequacy, embarrassment, humiliation, and depression.

Features: Introduction About Social Anxiety; Score on the Social Anxiety Index

Application: Employee assistance programs, counseling and therapy purposes -anger management training, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various

factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment



SOCIAL SKILLS

88 questions, 25 min, Self-assessment questions

The Social Skills Test is designed to evaluate how you react to, feel in, or approach different types of situations. The Social Skills Test assesses the following domains: verbal and non-verbal communication skills, ability to deal with conflict, relationship skills, social insight, appropriate social behavior, and social comfort. The goal of this test is to bring any of weak social skill areas to your attention.

Features: Introduction about Social Skills; Score on the Social Skills Index with specific scores on the 7 subscales. Advice on improving Social Skills.

Application: Hiring, employee assistance

programs, counseling and therapy purposes, workshops, personal interest.

Validation study: In progress.

Statistics performed: In progress.

Cost: \$10us per assessment

SPATIAL IQ - REVISED

10 questions, 20-40 min, Images

Ability to mentally manipulate 3D objects. Spatial IQ is valuable for occupations that involve the manipulation of tangible objects (such as engineering, mechanical, technical, and design fields) and for everyday activities and problems, from space orientation (reading maps, orienting oneself in a strange environment) to practical tasks (re-arranging furniture, fitting a lot of things into the closet).

Features: Introduction About Spatial Intelligence, Spatial IQ score

Application: HR testing, career planning and development, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half,

Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment

SUCCESS LIKELIHOOD TEST - REVISED

40 questions, 15-20 min, Self-assessment questions

The Success Likelihood Test measures whether one has the necessary attitudes and behaviors to achieve success. Includes fear of success and social consequences of success, drive and ambition, and fear of failure.

Features: Success Likelihood Ratio

Sub-scores:

Fear of success/success avoidance: fears the changes in social life that success may bring about, raised expectations imposed by self and others present a threat.

Fear of social consequences of success: concern for what others think and feel. Afraid that they will leave people behind-their friends, loved ones, colleagues, etc., scared of increased competition and stress.

Drive/ambition: measures drive to succeed.

Fear of failure: fears risking the torment of failure, measures resilience in face of failure.

Advice: Increasing likelihood of success.

Application: HR testing, career planning, employee assistance programs, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability, criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment



TEAM ROLES TEST

40 questions, 20-25 min, Self-assessment and Situational assessment questions

The role or roles one can and typically assume as a team member. Includes a breakdown of the various roles that the test taker can but only occasionally fills when working as part of a team.

Features: Introduction: General information about team roles

Detailed Sub-scores: Scores, interpretation, description of each role, with strengths and weaknesses: Coordinator; Go Getter; Cheerleader; Questioner; Team Worker; Verifier; Networker; Peacemaker; Thinker; Brainstormer

Role similarities: Belbin's, Margerison-McCann's, and/or MTR-I's role descriptions.

Advice: Characteristics of an effective team member.

Application: HR testing, career planning, employee assistance programs, personal interest.

Validation study: In progress

Statistics performed: In progress

Cost: \$10us per assessment

TEAM VS. INDIVIDUAL ORIENTATION TEST

86 questions, 15-20 min, Self-assessment and Situational assessment questions

The Team vs. Individual Orientation Scale assesses a person's preferred work orientation. Identifies the work setting in which a person is most motivated, his/her attitude and beliefs concerning teamwork, and his/her intrapersonal and interpersonal skills. Teamwork concerns are also identified.

Features: general information about team and individual work orientations and the characteristics of independent and team oriented workers.

Detailed Sub-scores: Scores, synopsis, interpretation, strengths and weaknesses.

Motivation by teamwork: measures environment in which one is most motivated.

Attitude towards teamwork: detects a positive or negative attitude toward teamwork.

Cost: \$10us per assessment

TIME MANAGEMENT PRACTICAL TEST

8 short exercises, 30 min, Interactive, timed exercises

This Time Management exercise determines how well one is able to estimate the time needed to complete a series of tasks, and how closely performance matches those predictions. Involves practical application of time management skills.

Features: Introduction to Time Management; General score of one's overall ability to manage time effectively when completing the exercises.

Application: HR testing, employee assistance programs, career training, personal interest.

Cost: \$10us per exercise

TIME MANAGEMENT TEST

21 questions, 7-12 min, Self-assessment questions

The Time Management Test assesses whether one has developed and employs effective time management strategies and habits, and how the approach may be helping or hindering work performance.

Features: Introduction to Time Management; General score - overall ability to manage time well.

Advice: Strategies and tips for increasing ability to manage time.

Application: HR testing, employee assistance programs, career training, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and

reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment



TYPE A PERSONALITY TEST - REVISED

87 questions, 20-25 min, Self-assessment and situational assessment

The Type A Personality test is designed to determine whether one has the characteristic traits of a Type A, Type B, or Type C person, and how these inclinations may be affecting life. A Type A person is someone who tends to be competitive and highly driven (maybe to the point of obsession), has a strong sense of urgency (always "in a hurry"), finds it difficult to relax, and is reward oriented.

Features: About Type A, B and C personality;
General score on a spectrum from Type C to Type A.

Sub-scores: Scores and interpretations on:
Competitiveness: measures inclination to compete even in non-competitive situations.

Time urgency: measures state of being hurried and under pressure, inclination to be impatient.

Hostility/anger: measures conflict, opposition, or resistance in thought, principle or action; outbursts of frustration.

Negativity: measures pessimism, dissatisfaction, distrust, and discontentment.

Perfectionism: measures tendency to be overly critical and/or demanding of self and/or others.

Tough-mindedness: measures tendency to be a cold, unfeeling character; rigid in thought and conduct; and discomfort in expression of emotion.

Relaxation: measures ability to relax, wind down, take a break, and enjoy the little things.

Reward orientation: measures external/internal incentives. *Drive:* measures achievement-orientation.

Workaholism: measures balance between social and work life.

Advice and Tips: Transforming a Type A personality for a healthier, more balanced life.

Application: HR testing, employee assistance programs, personal interest, counseling and therapy purposes.

Validation study: Sample size: 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment

VALUES PROFILE

30 questions, 20 min, Situational and Self-assessment Questions

The Values Profile assesses which out of six values types are prominent in the test-taker's results. The types include social, political, aesthetic, traditional, economic and theoretical values.

Features: Introduction about the impact of values on life, description of the values types, detailed, personalized results.

Sub-scores: General score, Crisis/core values, Work values and Personal life values.

Advice: Tips on how to prioritize life based on personal values.

Application: HR testing, career development, personal interest.

Validation study: Sample size: 1,100

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$23us per assessment



VERBAL IQ TEST: VERSION A / VERSION B

70 questions, 30-35 min, Questions

Question Types: Word definitions, synonyms, finding relationships between words, choosing the best word, scrambling words, expressions, and reading comprehension.

What it measures: Assesses overall verbal abilities, plus level of vocabulary, reading comprehension, ability to understand word analogies, fitting words into context, anagrams (unscrambling words), and understanding of expressions. Please note that this test is meant for those whose first language is English.

Features: Introduction About Verbal Intelligence, General score - overall Verbal IQ.

Sub-scores: Vocabulary, Reading Comprehension, Anagrams, Idioms and Expressions, Analogies, Information/General Knowledge.

Advice: Tips on how to improve skills for each specific sub-score.

Application: HR testing, career development, personal interest.

Validation study: Sample size 50,000

Statistics performed: Descriptive stats and reference values/norms; correlations with various factors; reliability (Spearman-Brown split-half, Guttman split-half, Cronbach alpha), criterion-related validity (concurrent validity, method of contrasted groups); construct-related validity (internal consistency, inter-correlations of subtests, factor analysis, convergent and discriminant validity)

Cost: \$10us per assessment

VISUAL MEMORY TEST

31 Images, 5 min

This Visual Memory Exercise tests how well the test-taker can recall a group of images after studying them for one minute.

Features: Introduction to the test topic, score in comparison to others, and number of images that were chosen correctly.

Application: HR testing, career development, personal interest.

Validation study: In progress

Statistics performed: In progress

Cost: \$10us per exercise