Overview Personality Tests

Overview and Assistance in

Finding Suitable Test Procedures in Personnel Consulting

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metakomm

HOGAN

Application

HPI: Everyday weaknesses and strengths
MVPI: personal goals, interests, drives
HDS: behaviour under stress

Scientific Validation

Based on Big 5, more than 400 validation
studies: (prognostic validity of .69-.87)

Duration

Approx. 20 min.

Channel

Analog, Digital

Recommendation

Hiring, Individual Development

Report-Out for users

More than 30 report formats possible,
detailed information on the three
measurement dimensions

Costs

Certification: approx. 2500,- €
License: approx. 350-450,- €

Language Availability

40+

Teamscope

Application

Visualization and determination of personality, values and competencies

Recommendation

Hiring, Team Development, Individual Development, Leadership Development

Scientific Validation

Based on Big 5, Schwartz et. Al (2012), Spencer & Spencer (1993), no test-specific validity studies available

Report-Out for users

Helpful visual representation of personality traits, values and competencies

Duration

Approx. 20 min.

Costs

Certification: -
License: approx. 250,- €

Channel

Digital

Language Availability

ENG

https://teamscope.io/

Belbin Team Inventory
(BTRSPI)

Application

Self-assessment questionnaire capturing preferred team roles

Scientific Validation

According to scientific research by Meredith Belbin (1981): acceptable to good quality criteria, no recent research results

Duration

Approx. 15 min.

Channel

Digital

Recommendation

Hiring, Team Development, Individual Development, Leadership Development, Conflictmanagement

Report-Out for users

Division into 9 different team roles, Helpful in improving team dynamics and self-reflection processes, Self-assessment burdens reliability, not tested for socially desirable self-expression

Costs

Certification: -
License: approx. 48,- €

Language Availability

ZH, CZE, DNK, NL, ENG, EST, FIN, FR, DE, GR, IT, NOR, POL, RUS, ROU, ESP, SWE, TUR

https://www.belbin.com/about/belbin-team-roles

Application

Personality test to determine four basic types: dominant, initiative, steady, conscientious

Recommendation

Recommended in development and in coaching, especially for self-reflection, professional use not recommended

Scientific Validation

40+ years of research, but little reference to current scientific status

Report-Out for users

High level of popularity, easy traceability, evaluation report however partly superficial, based on self-description: burdens validity

Duration

Approx. 3 min.

Costs

-

Channel

Analog, Digital

Language Availability

30+

https://greator.com/en/disc/

Firo-B

Application

Enables you to better understand your own behavior and that of team members

Scientific Validation

Internal consistency Reliability: .85-.95, Test-retest reliability: .71-.85 (Hammer & Schell, 2000), accuracy questionable (Mansfield et al., 2012)

Duration

Approx. 15 min.

Channel

Analog, Digital

Recommendation

Known for team building, but less recommendable than comparable test methods due to a lack of accuracy

Report-Out for users

Insight into interpersonal needs and their influence on interaction, helpful in improving team dynamics

Costs

Certification: 1290,- €
License: approx. 45,- €

Language Availability

27+

https://www.psychometrics.com/assessments/firo-b/

Myer-Briggs

Application

Indicator of individual preferences: extraversion- introversion, sensing-intuition, thinking-feeling, judging-perceiving

Scientific Validation

Based on C.G. Jung's type observations and insights. It is not considered and validated as a psychological test or assessment but an indicator of preferences

Duration

Approx. 30 min.

Channel

Analog, Digital

Recommendation

Suited for self-discovery/awareness, individual development and coaching. Can also help in career counseling and orientation. Not fit for hiring

Report-Out for users

Provides a reported type (out of 16 profiles defined), which the person needs to discuss with a qualified MBTI specialist. The resulting best-fit type might be different than the reported type

Costs

Certification: 3490,- €
License: approx. 35-99,- €

Language Availability

DNK, NL, ENG, FIN, FR, DE, GR, IT, NOR, POL, ESP, TUR

https://www.16personalities.com/de/kostenloser-personlichkeitstest

NEO - Five Factor Inventory (NEO-PI-R)

Application

Measures the BIG 5 personality traits in a standardized way

Scientific Validation

The test manual shows good reliability and validity, especially test-retest reliability: .65 and good construct validity (factorial)

Duration

Approx. 5-10 min.

Channel

Analog, Digital

Recommendation

Personality testing, Hiring

Report-Out for users

Structured visualization of the five personality traits, but not directly related to a work context

Costs

Certification: 375,- €
License: approx. 194,- €

Language Availability

ENG, FR, IT, NL, NOR, SWE, CZE

https://www.testzentrale.de/shop/neo-persoenlichkeitsinventar-nach-costa-und-mccrae.html

Inventory for assessing work motives (IEA)

metakomm

Application
Self-assessment proceedings to capture individual work motives

Recommendation
Recruitment, Development, Hiring

Scientific Validation
Quality criteria largely to fully met according to the following variables: objectivity, reliability, validity; Tested for socially desirable self-depiction

Report-Out for users
Capture of 16 basic work motives for coherent workplace-finding

Duration
Approx. 5-10 min.

Costs
Certification: 245,- €
License: approx. 404,- €

Channel
Analog

Language Availability
DE

Computer Aided Personnel Test answers inevitable (CAPTain)

metakomm

Application

Computerized psychological testing procedure to systematically record job-relevant behavioral dispositions

Scientific Validation

Test-retest reliability: .70, validity coefficient .52, High correlation between the scales of personal ability tests and CAPTain scales

Duration

Approx. 30 min.

Channel

Analog, Digital

Recommendation

Potential analysis, Success control of personnel development measures

Report-Out for users

Measurement of a total of 38 behavioral dispositions when dealing with colleagues, cooperation, leadership, influence, professional advice and customer control

Costs

Certification: 2000,- €
License: approx. 100-250,- €

Language Availability

20+

https://www.captain-personaltest.com/allgemeine-infos/

Team Management Profile (TMP)

metakomm

Application

Work preference analysis

Recommendation

Teambuilding, Leadership Development, Conflict Resolution, caution in usage: missing validity studies

Scientific Validation

Validity values were not determined

Report-Out for users

Concrete, work-related information that reflects work preferences an strengths in team cooperation

Duration

Approx. 20 min.

Costs

Certification: 2450,- €
License: approx. 135,- €

Channel

Analog, Digital

Language Availability

19+

Bochum Inventory of Job-Related Personality Description (BIP)

Application

Systematic recording for a job-related personality description

Scientific Validation

Based on Big 5, parameters for related constructs: .54 - .81, criterion validity sufficient

Duration

Approx. 15-20 min.

Channel

Analog, Digital

Recommendation

Personality testing, hiring, training and coaching measures

Report-Out for users

Detailed survey for the assessment of relevant personality facets in certain professional conditions

Costs

Certification: ca. 898,- €
License: approx. 372,- €

Language Availability

DE

https://www.testzentrale.de/shop/bochumer-inventar-zur-berufsbezogenen-persoenlichkeitsbeschreibung.html

Situational Decision Test
(IRIS)

metakomm

Application

Measurement of suitability for a role based on selection in different decision scenarios

Recommendation

(Graduate) Recruitment, Training and Coaching measures, caution in usage:
Missing test-specific validity studies

Scientific Validation

Scientific studies demonstrate acceptable to good quality criteria for similar tests, but no test-specific validation studies are available

Report-Out for users

Can be adapted to a job-specific expectation profile, concrete reference to the context of professional requirements in relation to decision-making processes

Duration

Approx. 30-40 min.

Costs

Certification: -
License: approx. 150,- €

Channel

Digital

Language Availability

DE, ENG

II. Tests to determine intelligence performance

Intelligence-Structure-Test (I-S-T 2000)

Application

IQ-Measurement

Scientific Validation

Good quality criteria

Duration

Approx. 77-130 min.

Channel

Analog, Digital

Recommendation

Hiring

Report-Out for users

Verbal intelligence, numerical intelligence, figural intelligence, memory

Costs

Certification: 238,- €
License: approx. 288,- €

Language Availability

ENG, DNK, FR, IT, NL, CZE

https://www.hogrefe.com/ch/shop/tests/intelligenztests/jugendliche-und-erwachsene/intelligence-structure-test.html

Wechsler Intelligence Test for Adults (WAIS)

Application

IQ-Measurement

Recommendation

Hiring

Scientific Validation

Good quality criteria

Report-Out for users

Detailed statements on language understanding, perceptual logical thinking, working memory and processing speed. Measurement of overall IQ, profile analysis of strengths and weaknesses

Duration

Approx. 90-115 min.

Costs

Certification: 310,- €
License: approx. 1334,- €

Channel

Analog, Digital

Language Availability

70+

Test d2- R for Attention and Concentration

metakomm

Application
Measurement of attention and concentration spans

Recommendation
Hiring

Scientific Validation
Good quality criteria

Report-Out for users
Little effort and quick determination of attention and concentration

Duration
Approx. 9-14 min.

Costs
Certification: 25,95,- €
License: -

Channel
Analog, Digital

Language Availability
ENG, DNK, FIN, FR, IT, NL, NOR, PRT, RUS, SVK, SWE, CZE

https://www.testzentrale.de/shop/d2-test-of-attention.html

Raven's Progressive Matrices 2

Application

Measurement of cognitive performance

Scientific Validation

Good quality criteria

Duration

Approx. 20-45 Min.

Channel

Analog, Digital

Recommendation

Hiring (Due to the language-free and culture-independent test content, it is also suitable for test subjects with hearing and language disorders and a native speaker background other than German)

Report-Out for users

Non-verbal problem-solving test that assesses abstract reasoning ability; faster than I-S-T or WIE, but provides less detailed survey of individual IQ facets: only indirect IQ survey; offers job performance prediction

Costs

Certification: -
License: 469,- €

Language Availability

Language free

https://www.hogrefe.com/uk/shop/raven-s-progressive-matrices.html

III. Appendix

Tool	HOGAN	Teamscope	Belbin Team Inventory (BTRSPI)	DISG	Firo-B	Myers-Briggs Type Indicator (MBTI)
Application	HPI: Everyday weaknesses and strengths MVPI: personal goals, interests, drives HDS: behavior under stress	Visualization and determination of personality, Values and competencies	Self-assessment questionnaire capturing preferred team roles	Personality test to determine four basic types: dominant, initiative, steady, conscientious	Enables you to better understand your own behavior and that of team members	Indicator of individual preferences: extraversion- introversion, sensing-intuition thinking-feeling, judging-perceiving
Language Availability	40+	ENG	ZH, CZE, DNK, NL, ENG, EST, FIN, FR, DE, GR, IT, NOR, POL, RUS, ROU, ESP, SWE, TUR	30+	27+	DNK, NL, ENG, FIN, FR, DE, GR, IT, NOR, POL, ESP, TUR
Scientific Validation	Based on Big 5, more than 400 validation studies (prognostic validity of .69-.87)	Based on Big 5, Schwartz et. Al (2012), Spencer & Spencer (1993), no test-specific validity studies available	According to scientific research by Meredith Belbin (1981): acceptable to good quality criteria, no recent research results	40+ years of research, but little reference to current scientific status	Internal consistency Reliability: .85-.95, test retest reliability: .71-.85 (Hammer & Schell, 2000), accuracy questionable (Mansfield et al., 2012)	Based on C.G. Jung's type observations and insights. It is not considered and validated as a psychological test or assessment but an indicator of preferences
Report-Out for users	More than 30 report formats possible, detailed information on the three measurement dimensions	Helpful visual representation of personality traits, values and competencies	Clear division into 9 different team roles, Helpful in improving team dynamics and self-reflection processes, Self-assessment approach burdens reliability, not tested for socially desirable self-expression	High level of popularity, easy traceability, evaluation report however partly superficial, based on self-description: burdens validity	Insight into interpersonal needs and their influence on interaction, helpful in improving team dynamics	Provides a reported type (out of 16 profiles defined), which the person needs to discuss with a qualified MBTI specialist. The resulting best-fit type might be different than the reported type
Channel	Analog, Digital	Digital	Digital	Analog, Digital	Analog, Digital	Analog, Digital
Recommendation	Hiring, Individual Development	Hiring, Team Development, Individual Development	Hiring, Team Development, Individual Development, Leadership Development, Conflict Management	Recommended in development and in coaching, especially for self-reflection, professional use not recommended	Known for team building, but less recommendable than comparable test methods due to a lack of accuracy	Suited for self-discovery/awareness, individual development and coaching. Can also help in career counseling and orientation. Not fit for hiring
Duration	approx. 20 min.	approx. 20 min.	approx. 15 Min.	approx. 3 min.	approx. 15 min.	approx. 30 min.
Costs for certification	approx. 2500,- €	-	-	-	approx. 1290,-€	approx. 3490,- €
License costs	approx. 300- 450,-€	250,-€	approx. 48,-€	Free	approx. 45,- €	approx. 35-99,-€

Tool	NEO-Five-Factor Inventory (NEO-FFI)	Inventory for assessment of work motives (IEA)	Computer Aided Personnel Test answers inevitable (CAPTain)	Team Management Profile (TMP)	Bochum inventory for job-related personality description (BIP)	Situational Judgement Test (IRIS)
Application	Measures the BIG 5 personality traits in a standardized way	Self-assessment proceedings to capture individual work motives	Computerized psychological testing procedure to systematically record job-relevant behavioral dispositions	Work preference analysis	Systematic recording for a job-related personality description	Measurement of suitability for a role based on selection in different decision scenarios
Language Availability	ENG, FR, IT, NL, NOR, SWE, CZE	DE	20+	19+	DE	DE, ENG
Scientific Validation	The test manual shows good reliability and validity, especially test-retest reliability: .65 and good construct validity (factorial)	Quality criteria largely to fully met according to the following variables: objectivity, reliability, validity; Tested for socially desirable self-depiction	Test-retest reliability: .70, validity coefficient .52, High correlation between the scales of personal ability tests and CAPTain scales	Validity values were not determined	Based on Big 5, parameters for related constructs: .54 - .81, criterion validity sufficient	Scientific studies demonstrate acceptable to good quality criteria in general for SJT's, but no test-specific validation studies are available for IRIS
Report-Out for users	Structured visualization of the five personality traits, but not directly related to a work context	Capture of 16 basic work motives for coherent workplace-finding	Measurement of a total of 38 behavioral dispositions when dealing with colleagues, cooperation, leadership, influence, professional advice and customer control	Concrete, work-related information that reflects work preferences and strengths in team cooperation	Detailed survey for the assessment of relevant personality facets in certain professional conditions	Can be adapted to a job-specific expectation profile, concrete reference to the context of professional requirements in relation to decision-making processes
Channel	Analog, Digital	Analog	Analog, Digital	Analog, Digital	Analog, Digital	Digital
Recommendation	Personality testing, Hiring	Hiring, Recruitment, Development	Potential analysis, Success control of personnel development measures	Teambuilding, Leadership Development, Conflict Resolution, caution in usage: missing validity studies	Personality testing, hiring, training and Coaching measures	(Graduate) Recruitment, Training and Coaching Measures, caution in usage: Missing test-specific validity studies
Duration	approx. 5 – 10 min.	approx. 15 min.	approx. 30 min.	approx. 20 min.	approx. 30 - 40 min.	approx. 30 – 40 min.
Costs for certification	approx. 375,-€	approx. 245,- €	approx. 2000,-€	approx. 2450,- €	approx. 898,- €	-
License costs	approx. 194,- €	approx. 404,- €	approx. 100 – 250,-€	approx. 135,-€	approx. 372,-€	approx. 150,- €

Tool	Intelligence-Structure-Test (I-S-T 2000)	Wechsler Adult Intelligence Scale (WAIS)	Test d2- R Attention- and Concentration Test	Matrigma-Test (Assessio International)
Application	IQ-Measurement	IQ-Measurement	Measurement of attention and concentration spans	Measurement of cognitive performance
Language Availability	ENG, DNK, FR, IT, NL, CZE	70+	ENG, DNK, FIN, FR, IT, NL, NOR, PRT, RUS, SVK, SWE, CZE	Language free
Scientific Validation	Good quality criteria	Good quality criteria	Good quality criteria	Good quality criteria
Report-Out for users	Verbal intelligence, numerical intelligence, figural intelligence, memory	Detailed statements on language understanding, perceptual logical thinking, working memory and processing speed. Measurement of overall IQ, profile analysis of strengths and weaknesses	Little effort and quick determination of attention and concentration	Non-verbal problem-solving test that assesses abstract reasoning ability; faster than I-S-T or WIE, but provides less detailed survey of individual IQ facets: only indirect IQ survey; offers job performance prediction
Channel	Analog, Digital	Analog, Digital	Analog, Digital	Analog, Digital
Recommendation	Hiring	Hiring	Hiring	Hiring (Due to the language-free and culture-independent test content, it is also suitable for test subjects with hearing and language disorders and a native speaker background other than German)
Duration	77 – 130 min.	90 – 115 min.	9 – 14 min.	20 – 45 min.
Costs for certification	238,-€	310,-€	25,95,-€	-
License costs	288,-€	1334,- €	-	469,- €

Finding suitable test procedures in HR consulting for your team?

... Perhaps you now have a whole series of questions or are interested in the specific use of the test methods listed in your company. Team Metakomm will be happy to advise and support you in making the right selection.

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