

STRUCTURED PERSONALITY INVENTORY

Find out whether the personality of the candidate really fits to the requirements of the position in question and to your company.

You receive a description of the person according to 12 interdisciplinary personality dimensions like for example ability to cope with pressure, goal and conflict management or communication style. The individual personality characteristics are analysed according to task and offer you an additional, objective basis for decision making.

The procedure is based on the basic concept of the 16 PF by Catell, but was adapted to the requirements of the HR practice and therefore offers a higher professional relevance. The factors are test theoretical and the content is secured well.

Item example Structured Personality Inventory

Reliability

We inspect the exactness of the procedure regularly.

You can see the internal consistency in the index – calculated by means of Cronbach Alpha.

(Dated 03/2009, Random sample amount 4.455 persons)

Contact behaviour	0.85	Communication style	0.75
Goal- and conflict management	0.84	Risk orientation	0.83
Social orientation	0.79	Self estimation	0.87
Tendency of Mood	0.82	Tension level	0.84
Level of activity	0.74	Expectation attitude	0.81
Object/ Subject focus	0.70	Self regularization	0.78

Reliability Potentials:

Sales	0.83
Leadership	0.82
Team Cooperation	0.72
Achievement	0.70
Conformity	0.72

Validity

The validity of the Personality Inventory was proven by two scientific studies.

- > In cooperation with an Austrian insurance company HILL International took part in a „blind test“ in 2006. 3 groups of sales persons with different sales potential (based on the turnover) were to be identified only with the information basis of the Structured Personality Inventory as well as the Sales Style Questionnaire of HILL. The different sales groups were clearly defined by HILL only on the basis of the two questionnaire modules.
- > Customers that made use of a career counseling by HILL International within the last year were interviewed by means of a questionnaire by Cornelia Steiner (2006): 9 of 10 questioned persons were able to make a professional decision due to the counseling. All of them stated to have gotten sufficient information about the own strengths and weaknesses in the HILL Competence Analysis®.
- > In the empirical examination by Barbara Amon (2009), the Structured Personality Inventory and the HILL Management Analysis were examined with 158 test persons in dependency of the leadership respectively management experience of the test persons. The focal point of the analysis was the quality criteria of validity. The thesis of Barbara Amon proved that the personality questionnaire Structured Personality Inventory fully meets the quality criteria of validity in dependency of the leadership respectively management experience of the test persons. Thus, the Structured Personality Inventory can be successfully used for the prognosis of leadership and management qualification.

Risk of Falsification

In general, personality questionnaires are at risk of falsification. In order to minimize these in the Structured Personality Inventory an own scale („Conformity“) was developed. Apart from that, other possibilities of collecting information also underlie this limitation.

