

MANAGEMENT ASSESSMENTS



CTPI-R

Psychometric tests adapted to work environments



CTPI-R

Work personality and management skills

Central Test Personality Inventory-R (**CTPI-R**) is a psychometric assessment specifically designed to help you evaluate the managerial potential, behavioural competencies, and leadership skills of managers and CEOs.

CTPI-R analyses 19 personality traits of good managers to give a complete profile of how your leaders think, act, and react to different situations

STRENGTHS

Monitors social desirability

Managerial Potential Indicator

An analysis of thinking and working styles

A comparison with 21 behavioural competencies

CHARACTERISTICS

Target audience	Executives, managers, and aspiring managers
Questionnaire	114 questions
Time	20-25 minutes

21 WORKPLACE COMPETENCIES

1. Mentoring Others
2. Team Building
3. Understanding Others
4. Networking
5. Conflict Resolution
6. Resilience
7. Supervision
8. Conducting Change
12. Reliability
13. Challenge Orientation
14. Quality Orientation
15. Authenticity
16. Influence & Communication
17. Stress Tolerance
18. Business Acumen
19. Initiative
20. Flexibility
21. Innovation

Know how the pieces of your life fit together

CTPI-R APPLICATION

Recruitment

CTPI-R facilitates your recruitment process by identifying managers who closely fit your requirements. The *Managerial Potential Indicator* (with a scale of 0 to 100) enables a quick inference of an individual's predisposition for a managerial role. Then a management style analysis indicates the project most suitable for the individuals.

Internal Mobility

CTPI-R assessment helps you prepare a succession plan. You can spot future leaders in your organisation by assessing key personality traits, such as decision-making skills, adaptability, long-term vision, stress tolerance, and ethics.

Development Programs

The assessment helps you to identify existing skills, as well as the gap between the individual's managerial competencies and the job requirements, thereby defining areas of development.



DIMENSIONS

The test examines 19 dimensions categorised into four groups:

Cluster 1: People Management

Affiliation
Assertiveness
Control/Power
Developing others
Tactical
Trust

Cluster 3: Self-Management

Commitment
Lively
Optimism
Self-confidence
Emotional stability
Surpassing

Cluster 2: Perception Mode

Conscientiousness
Rational
Rule consciousness

Cluster 4: Change Management

Action-orientated
Adaptability
Experimental
Visionary



REPORT PRESENTATION

- Graphical and tabular presentation of the profile
- Personalized comments
- Matches profiles with 21 key behavioural competencies
- Matching of the candidate's profile with the competency model of the organisation



Know how the pieces of your life fit together

Cost

5 and above tests	6000 per test
1 test only	8000 per test



Know how the pieces of your life fit together

DISCOVER YOUR CAREER

4th Floor, Laiboni Centre. Lenana Road-Kilimani.

P. O. Box 100798-00101, Nairobi Kenya.

Tel: 020-4938335 | Mobile: +254 772131180 | 722 791 351

www.discoveryyourcareer.co.ke .