

## **INTRODUCTION**

The Rapid Personality Questionnaire (RPQ) is a validated psychometric measure, which can assist you with your career choices and personal development. Your responses to the questionnaire have been compared with those given by a large sample of the working population. Using this information, your report describes the type of work environment you are likely to be most comfortable in. Inevitably, your knowledge, experience and the pressures of your role will affect how you actually behave. Nevertheless, the following report is based on your responses and should largely reflect your preferred working style. Your possible scores on each scale range from 1 to 19.

Considerable research has demonstrated the accuracy of the RPQ. However, personality questionnaires are not 100% accurate and not every person with a particular score on a scale behaves in exactly the same way. Accordingly, there may be a few statements with which you disagree. If this is the case, try to focus on the general theme of the section and decide whether this is a fair description of your work style.

You should read this report in the context of your current circumstances and job role, along with any career changes you are considering making. This report should shed light on the reasons why you are more comfortable doing certain types of work and how you interact with your colleagues. If you are thinking of making a change, you should consider your preferred work style and the extent to which it fits your proposed new role.

## **EXTRAVERSION**

Your answers indicate that you are a generally friendly, moderately outgoing and persuasive person. You see yourself as quite active and normally enjoy working with other people. You do not particularly need a high-profile role although you should be comfortable in such a position, especially when you are fairly secure with your surroundings and colleagues. Your responses indicate that you enjoy having your successes publicly recognised, although you are unlikely to actively pursue attention. You are normally motivated by a certain amount of competition at work, particularly when you are working with others.

You are happy and productive in an environment that occasionally, and within moderation, demands quick decision-making and the need to think on your feet. You should be capable of working on long term projects as long as you are given regular signs of progress and achievement. However, you should be wary that your performance might suffer if you have to work for long periods of time without variety or excitement.

## **CONFIDENCE**

Your answers indicate that you are generally confident in your ability to be effective at work and can cope with a reasonable amount of pressure and stress. You are normally comfortable with a fair degree of responsibility although, unlike some high scorers on this scale, you do not feel the need to actively seek high-pressure situations. You are more likely to be content in a work environment where you know what is involved in your role and feel that you can call upon colleagues when support is required. Your approach to work is often favoured in team environments where you can act as a balance to your more optimistic and enthusiastic colleagues.

Your answers suggest that you are unlikely to actively seek confrontation although you are normally inclined to stand your ground when faced with some opposition.

## **STRUCTURAL**

Your answers indicate that organisation, order and precision at work are quite important to you. You like your personal workspace to be generally neat, with everything in its place. If you are sharing your office with colleagues, you will dislike having to work in too close proximity to messy or disorganised individuals.

You have discipline and self-control, which you use to plan your workload so that you carry out your work as efficiently as possible. You do your best to fulfil commitments you have accepted - and you expect the same standards from others.

## **TOUGH-MINDEDNESS**

Your answers indicate that you are a goal-oriented individual whose ambition is tempered by a degree of empathy for your colleagues. You can be firm and demanding. When the pressure is on you expect colleagues to focus on work goals and deal with personal matters later. On other occasions you are willing to be sympathetic to the personal needs of your colleagues as in the long term you believe that this approach is more productive.

At work you are apt to be popular and generally establish friendships with people you like. However, you also recognise the value of associating with people you believe can help further your objectives.

## **CONFORMITY**

Your answers indicate that, while you prefer to work in settings with clear and established rules and procedures, you are capable of creativity and individualism. You are confident and comfortable relying on tried and tested methods that have proven to be effective. Nevertheless, once in a while, you enjoy experimenting with new and original ways of working and take a higher profile than usual. You may have difficulty empathising with people you feel are very unconventional and non-conformist.

## **TEAM TYPE**

The RPQ has been developed to highlight the potential Team Types of individuals and some people are allocated more than one Team Type, as they are particularly suited to several team roles. There are eight RPQ Team Types, all based on the research of Meredith Belbin. Your Team Type is derived from all your responses and is normally a useful guide. Do note, however, that your working environment and opportunities will considerably affect the extent to which you are able to assume this role within your team at work.

You are an Organiser. This suggests you are a systematic and disciplined team worker whose role is to implement the plans of the team. Along with an eye for detail and orderliness, you are also more capable of managing and directing subordinates. You have a strong sense of team purpose and believe in hard work and common sense. Though you tend to be emotionally stable and not prone to temperamental outbursts, you may sometimes be slightly inflexible to unproved ideas and prefer routine and forward planning. As an organiser you will often be highly valued in teams for your willingness to take on duties which others find difficult or repetitive.

## **RAPID PERSONALITY QUESTIONNAIRE SUMMARY POINTERS**

Most people work at their best when their role suits their personality. The following pointers are job roles that your responses indicate would suit you. Not every point will apply to you, although the majority should.

You are likely to prefer work environments:

- where you work in a team.
- where you work with the public.
- which sometimes require quick decision-making.
- which have some variety.
- where there is occasional pressure or stress.
- where you can be a more cautious balance for very enthusiastic or impulsive colleagues.
- where you will be familiar with the needs of the job and feel in control.
- where organisational skills are needed.
- where a degree of accuracy and attention to detail is required.
- where you have to be self-disciplined.
- which may need some skills at planning and prioritising.
- which are both goal and people oriented.
- which require an element of firmness with other people.
- where conventional methods are used but the occasional new procedure is introduced.
- which have rules and regulations which can be used as a guide when necessary.
- where people prefer to work to a system.