

## Introduction

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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 are you thinking of making a change, you should consider your preferred work style and the extent to which it fits your proposed new role.

## Toughmindedness

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Your answers indicate that you normally achieve your objectives through consensus and empathy. You tend to be generous, friendly and warm - possibly to the extent of being considered lacking in assertiveness. People come first and you have a very real concern about the effects your behaviour and decisions have on others. Your natural inclination is normally to let your demands come second to the personal needs of your colleagues, as you believe that this approach is more productive in the medium term. You enjoy working as part of a team and will value your colleagues' contributions as much as your own. As a manager you are in favour of the personal development of your subordinates and you are likely to feel that this is the key to obtaining their commitment and increased productivity.

You are likely to be popular at work, considered sociable and easygoing. You regard your colleagues as friends and are very aware of their needs in your dealings with them. You are highly unlikely to associate with people purely because they can help further your career, or to readily surrender your popularity in order to achieve personal advancement and business objectives. As such, you may experience difficulties when working in a very political environment or in situations where you are responsible for taking decisions which will adversely impact your colleagues' careers.

## Structural

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Your answers indicate that you have a relatively informal approach to organising and structuring your workload. You do not see yourself as being naturally suited to dealing with details and may, in fact, believe that too much self-imposed order and structure reduce your effectiveness.

Inevitably, however, experience and the nature of your role are likely to influence the extent to which you actually put this approach into practice.

## Confidence

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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 scores 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 are normally inclined to stand your ground when faced with some opposition.

## Extraversion

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Your answers indicate that you are congenial and, on the whole, tend to get along with most people, but you would not be described as particularly outgoing. You are moderately persuasive and are unlikely to seek high-profile roles unless you feel fairly secure with your surrounding and the people you will be working. Faced with an uncertain situation, you may well prefer not to have to "sell" your ideas. You tend to enjoy a certain amount of public recognition of your successes and normally like a competitive atmosphere, although do not feel the need to compete publicly with your colleagues.

You are most content when there is a balance between working others and working alone: this is because you value both periods of time with little social contact and also having people available when you wish to share your ideas and opinions.

You should be comfortable working on long term projects, particularly when you are encouraged by regular feedback of progress and achievement. Although you may be willing to take chances, you do not feel you must take risks in order to get job satisfaction. You may also feel somewhat uncomfortable if pressure is constant and a hectic and rushed atmosphere is the norm.

## Conformity

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Your answers indicate that you tend to strike a balance between conventionality and individualism. You are most content in environments that offer variety, where you are often free to demonstrate a creative streak, yet are not required to do so all the time.

When dealing with tasks that hold little interest for you, or when you are feeling less confident, you may prefer to work with tried and tested methods. However, you like to approach projects that you enjoy with a degree of creative licence and could feel stifled if you are not given such opportunities. Your respect for traditional methods means that you would probably not be comfortable in a completely unconventional work place.

Generally, you are probably comfortable in most jobs settings except those involving extremes, where the environment demands either dedication to structure and rules or the continuous development of novel ideas.

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## Team Type

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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 either RPQ Team Types, all based on the research of Meredith Belbin. Your team type is derived from all the 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 a **\*\*Facilitator\*\***. This indicates that you take the co-ordinating role within a team, carrying the respect of members and directing the group. You have the skills to take command without being aggressive or domineering. As a facilitator you have the task of focusing the team's attention on achieving objectives whilst calmly handling disputes and steering a clear path through irrelevancies or distractions which may divert the group. Your ability to understand objectively the strengths and weaknesses of team members is one of your key attributes. You listen to the opinion of subordinates and are, in turn, respected for your supportive attitude towards others. Though not usually the most creative member of the team, you believe in consultation and are able to develop the rapport between people that engenders a team spirit.