



The Expert's Review: Assessment Tools

Vendor	Assessment Tool	Type	Overview	The expert's comments	Website
AON Assessment (Cut-E)	Adept 15	Behavioural	An adaptive assessment that can be taken on a mobile device as well as computer. The test takes 25 minutes, and will produce a personality model to breakdown styles into Task, Adaption, Achievement, Teamwork, Emotional and Interaction. It is available in 40+ languages, and professing to have been developed to be 'culture-free' and therefore fair and inclusive.	Being reviewed currently, we'll update this entry shortly!	https://assessment.aon.com/en-us/solutions/talent-acquisition
	Scales	Aptitude	A large suite of online aptitude tests, available in multiple languages. Tests include the classic Numerical, Verbal, Abstract reasoning, and can be administered autonomously. Maximum test time 15 minutes.	Being reviewed currently, we'll update this entry shortly!	
Arctic Shores		Behavioural	<p>A large focus on providing predictive insight and creating a strong user experience. The assessment will take 30-45 minutes. The key difference from many 'traditional' psychometric assessments is Arctic Shores use a series of intuitive tasks instead of asking questions to gain a measure of behavioural competencies and natural strengths, removing the potential for candidates to give the answers they think the employer will want to hear.</p> <p>The technology is all on-line, and underpinned by the Big 5 Traits, incorporating 34 cognitive and behavioural traits across the 8-task featured in the assessment.</p> <p>Employers must first have created a benchmark profile in each case, and the assesses will then be scored and ordered against this. Both parties will receive an easily digestible report, the employers' will include a selection of relevant behavioural suggested interview questions as well.</p> <p>Companies can sign up to either the 'Data Hub' enterprise solution, which includes consultation from the Artic Shores team to create the benchmark profiles, or the 'Una' solution operating on more of a self-service basis.</p> <p>Once the assessment is completed, both the candidate and employer will receive copies of the report, providing insight into how they'll fit against your criteria.</p>	<p>A very interesting 'challenger' to the established firms in the assessment market. The use of task-based and gaming technology rather than more traditional questionnaire methods has the capacity to make the candidate experience a more engaging and enjoyable one, which can help with conversion rates.</p> <p>The annual subscription model lends itself to be used primarily to firms hiring in large numbers rather than sporadic appointments, as it requires a substantial investment. As such the solution is more likely to be of greatest value to larger firms, or even fast scaling smaller/mid-sized firms. Areas such as contact centre, sales, or early career entry roles, where application numbers will tend to be higher will tend to make the best of the tool, as opposed to leadership level hiring.</p> <p>Lists blue-chip brands amongst their client lists, such as PwC and AXA.</p>	https://www.arcticshores.com/

AssessFirst	Shape	Behavioural	The Shape test allows you to assess 20 personality traits, measure respondent spontaneity for each group of items, identify potential across 15 key behaviours, analyse propensity for 8 risk factors, and automatically pinpoint areas of development for each individual.	Well established in France and with a growing profile internationally. These tools offer unlimited numbers of assessments working on monthly subscription packages that start from c. £190/month. The tests generally can be completed in under 10 minutes.	https://www.assessfirst.com/en-uk/
	Brain	Aptitude	The Brain data collection module can predict an individual's general ability to learn and adapt, with remarkable precision. In addition to obtaining a global score you can easily interpret, you will also get data on each individuals' reasoning speed, as well as the strategies they employ when confronted with new challenges at work. A gamified and adaptive approach to assessment.	Being reviewed currently, we'll update this entry shortly!	
	Drive	Behavioural	Drive allows you to collect solid data on what guides your candidates and employees' behaviour every day. It provides a ranking for 20 key motivation factors, pinpoints preferred activities, determines their leadership style as well as the management style they respond to best, and the cultural environment they seek. AssessFirst believes no other tool can give you so much quality information in such a short amount of time.	Being reviewed currently, we'll update this entry shortly!	
Caliper (a PSI company)	Caliper	Behavioural	The Caliper Profile is an objective assessment that accurately measures an individual's personality characteristics and individual motivations in order to predict on-the-job behaviours and potential. Scientifically validated by nearly 6 decades of research, the Caliper Profile measures 22 robust traits and offers local norms for several countries. The assessment data can be utilized throughout the employee lifecycle including: selection, development, promotion, team building, and succession planning.	Being reviewed currently, we'll update this entry shortly!	https://calipercorp.com/caliper-profile/
Central Test UK	Professional Profile 2	Behavioural	Professional Profile 2 is a personality assessment, that analyses the traits that influence the behaviour and performance of an individual at work. The assessment measures 14 sets of opposing dimensions (e.g. introversion vs. extraversion, flexibility vs. firmness), resulting in an analysis of 28 aspects of personality and motivations. 112 questions with an estimated completion time at 15	Being reviewed currently, we'll update this entry shortly! Targeted at earlier to middle management career level. Professional Profile 2 meets the psychometric criteria established by the European Standing Committee on Tests and Testing and has been	https://www.centraltest.com/

			minutes, and available in multiple languages.	registered with the British Psychological Society (BPS).	
	Big Five	Behavioural	<p>Big Five Profile is a personality assessment measuring five major personality traits based on the Five Factor model. It can be applied to all individuals, including young people.</p> <p>The Five Factor model is a classical model in psychology and widely recognised as a benchmark in the analysis of personality. It highlights the main personality traits that define and differentiate people from an early age, working on the basis that these traits remain relatively stable throughout a person's lifetime, and therefore believing this assessment to be suitable for individuals of all ages, including adolescents. 15 questions with an expected completion time of 7 minutes</p>	<p>Being reviewed currently, we'll update this entry shortly!</p> <p>Targeted to early career level hiring.</p>	
	ETIX	Behavioural	<p>ETIX is an assessment designed to evaluate the likelihood of individuals engaging in counterproductive work behaviour.</p> <p>A modern tool created to meet the current needs of organisations, it covers six behaviours relevant to today's work environment, including discrimination, harassment, and lying. By distinguishing between a person's attitudes towards themselves and other people, ETIX reveals not only if a person might participate in counterproductive work behaviour but also if they might enable it in others.</p> <p>This assessment empowers organisations to protect themselves from risk, build constructive development programmes, and create a positive company culture.</p> <p>74 questions with an estimated completion time of 10-12 minutes, available in 7 languages</p>	Being reviewed currently, we'll update this entry shortly!	
	Work Profile	Behavioural	<p>Prospective employees are now required to be more savvy, competent, have a higher sense of service, and take on more responsibilities.</p> <p>Gaining insight into individuals' personality and work temperament can be critical in choosing the right candidates and sustaining a positive employee experience. Work Profile is a personality assessment that measures an individual's work personality through their workplace traits, social and emotional traits; as well as the values and aspirations that drive them forward.</p> <p>90 questions with an estimated completion time of 10-15 minutes.</p>	<p>Being reviewed currently, we'll update this entry shortly!</p> <p>The test has been developed especially for use in the recruitment process for entry-level and operational roles</p>	

	Reasoning Test R, Spatial and SMART	Aptitude	A suite of tests evaluating logical thinking, numerical and verbal reasoning, communication, problem-solving.	Being reviewed currently, we'll update this entry shortly!	
Clevry (formerly Criterion Partnership)	Core Personality	Behavioural	21 scale questionnaire offering insight into typical preferences and tendencies for behaviours, feelings, values and motivations that are important in the workplace. Use this questionnaire if you would like access to the Sales Potential and Team Types profiles.	Being reviewed currently, we'll update this entry shortly!	https://www.clevry.com/en/soft-skills-assessments
	Enhanced Personality	Behavioural	30 scale questionnaire which builds on the Criterion Core, offering a deeper, more penetrating insight across a breadth of elements of personality. Use this questionnaire if you would like access to the Leadership report.	Being reviewed currently, we'll update this entry shortly!	
	Workforce Personality	Behavioural	The Workforce Personality Questionnaire is an additional tool available, specifically designed to assess personality areas recognised as important in blue collar, production and manufacturing roles.	Being reviewed currently, we'll update this entry shortly!	
	Utopia	Aptitude	For managerial, professional and graduate level, including verbal, numerical and abstract ability tests.	Being reviewed currently, we'll update this entry shortly!	
	B2C	Aptitude	Mid-level, covering verbal, numerical, abstract and checking ability tests.	Being reviewed currently, we'll update this entry shortly!	
	Mechanical	Aptitude	Verbal, numerical and mechanical ability tests.	Being reviewed currently, we'll update this entry shortly!	
Cognisess	Lens Pro	Behavioural	There are 3 incarnations to the Cognisess personality assessment, the all encompassing assessment which comprises 240 questions, taking 60-90 minutes to complete, to smaller versions of 120 and 60 questions respectively. With its origins in elite sport, Cognisess has been a player in business for a number of years now, and it operates as a SaaS provider, of which Assessment is one key facet.	Offering great flexibility with 60 types of assessments and operating on a price per candidate, rather than per report, enabling the employer to customise to their needs. A minimum spend of £1k does require some commitment, but the proposition is placed to make this a very competitively priced product, with particular track record for use in volume hiring.	https://cognisess.com/
		Aptitude	A suite of tests covering a wide range of cognitive abilities.	Being reviewed currently, we'll update this entry shortly!	
Cubiks (a PSI company)	PAPI	Behavioural	Covering verbal, numerical and abstract cognitive ability. These are short, focused tests that can be taken online, with simple administration and instant access to analysis.	Being reviewed currently, we'll update this entry shortly!	https://www.cubiks.com/

	Factors	Behavioural	A condensed version of PAPI that is best suited to volume hiring. The questionnaire has a 10-minute completion time and providing a single ranking score to support a sifting process.	Being reviewed currently, we'll update this entry shortly!	
	Logiks	Aptitude	A range of aptitude tests to provide accurate insight into a person's verbal, numerical and abstract cognitive ability. Logiks delivers an intuitive participant experience, with simple administration and instant access to analysis.	Being reviewed currently, we'll update this entry shortly!	
	Dilemmas	Situational Judgement	Broken down into Graduate, Administrative, Customer Service, Call Centre and Management categories, these are useful for volume hiring exercises.	Being reviewed currently, we'll update this entry shortly!	
Equalture		Integrated to both	An integrated assessment and ATS, using gamified assessment to show personality traits and cognitive aptitude.	Being reviewed currently, we'll update this entry shortly!	https://www.equalture.com/product/hiring/
GC Index	The GC Index	Behavioural	<p>The GC Index® is a tool that helps employers identify the strengths of their team members and understand the impact each individual will make. Having this valuable insight lets employers make informed decisions about who is best suited for different roles and how to create the right environment for them to thrive. That means unbiased decisions that support diversity of thought and achieve objectives.</p> <p>The GC Index describes itself as the world's first Organimetric, more deliberately designed to help an organisation make the right connections between an individual's strengths with the components parts of the business cycle. 59 questions which takes 10-15 minutes to complete.</p>	Being reviewed currently, we'll update this entry shortly!	https://www.thegcindex.com/
Great People Inside	GR8PI	Customisable	A modular cloud-based assessment solution that offers a highly customisable assessment solution.	Being reviewed currently, we'll update this entry shortly!	https://greatpeopleinside.com/
Harver	Harver Personality Questionnaire	Behavioural	The Harver personality questionnaire is based on the HEXACO personality inventory, a scientifically validated inventory that assesses six major dimensions of personality. You can choose to share the results of the personality questionnaire with candidates after the hiring process, giving them valuable insights into their own personality, ensuring the process is beneficial to both you and the candidates. Available in 2 formats; 60 or 100 questions with associated depth of report.	Being reviewed currently, we'll update this entry shortly!	https://harver.com/
	Harver's cultural fit assessment	Behavioural	Harver's cultural fit assessment is a concise validated questionnaire that assesses a candidate's culture preference across key	Being reviewed currently, we'll update this entry shortly!	

			<p>dimensions of organizational culture. The Harver cultural fit assessment compares a candidate's personal values and preference for organizational culture with the actual culture at your organization or culture you are aiming to have. It also provides you with insights into your current culture and gives you the ability to shape your culture for the future.</p>		
	Harver's Learning Agility Test	Aptitude	<p>Harver's learning agility assessment measures the ability to learn, adapt, unlearn, and relearn to keep up with constantly changing conditions. The results dictate how well candidates can figure out a way through a new situation without actually knowing what to do. Candidates have to answer a series of questions that evaluate how often they engage in specific behaviours at work, as well as their preference for certain behaviours. Candidate results are focussed on one's capability to swiftly adapt to changing environments, develop innovative solutions and make valuable decisions on the spot.</p>	Being reviewed currently, we'll update this entry shortly!	
	Harver's Cognitive Ability Test	Aptitude	<p>Harver's Cognitive Ability Assessment is constructed following robust methodology and a focus to mitigate the effects of adverse impact. Cognitive ability in the way that it is assessed at Harver can also be referred to as general intelligence. It combines a person's crystal intelligence (learned knowledge), fluid intelligence (ability to apply knowledge to novel situations), and speed and accuracy to allow a holistic understanding of a person's cognitive abilities.</p> <p>Harver's Cognitive Ability Assessment consists of 5 subtests that measure a broad spectrum of cognitive skills within the general intelligence framework. These include logical, verbal and numerical reasoning, perceptual speed and accuracy, and spatial ability. With a modular set-up of the assessment, you can determine what you want to measure per role and vacancy and set up your cognitive ability testing accordingly.</p>	Being reviewed currently, we'll update this entry shortly!	
Hogrefe	Leadership Judgement Indicators	Behavioural	<p>Comprising a series of decision-making scenarios, the LJI-2 (including Standard, Sales and Global) requires the respondent to rate the appropriateness of various courses of action in</p>	<p>Better for leadership level hiring.</p> <p>More detailed review to follow.</p>	

			<p>responding to each challenge. The scenarios have been crafted from the principles underlying leadership theory and there is a single 'best fit' way to react to each scenario.</p> <p>The LJI-2 tests are comprised of a Personal Insight Report and a Technical Report, which have been updated and streamlined for easier use. The reports dovetail into both recruitment and development settings, catering for test takers and tests users with different levels of sophistication and need.</p>		
Hogan	HPI	Behavioural	<p>The Hogan Personality Inventory (HPI) describes normal, or bright-side personality – qualities that describe how we relate to others when we are at our best. Whether your goal is to find the right hire or develop stronger leaders, assessing normal personality gives you valuable insight into how people work, how they lead, and how successful they will be.</p>	Being reviewed currently, we'll update this entry shortly!	https://www.hoganassessments.com/
	HDS	Behavioural	<p>The Hogan Development Survey (HDS) describes the dark side of personality – qualities that emerge in times of increased strain and can disrupt relationships, damage reputations, and derail peoples' chances of success. By assessing dark-side personality, you can recognize and mitigate performance risks before they become a problem.</p>	Normally best to use in tandem with other tools in the Hogan Suite. Given the nature of the report, sensitivity should be applied in using it, particularly when providing feedback to the candidate. The statements produced can be more extreme and applicable to situations of heightened strain rather than 'normal' working conditions, so this needs to be taken into account, but it can be useful to initiate some really valuable conversations. Particularly useful for Executive level hiring.	
	HBRI	Aptitude	<p>The Hogan Business Reasoning Inventory (HBRI) describes reasoning style – the ability to evaluate sets of data, make decisions, solve problems, and avoid repeating past mistakes. By assessing reasoning style, you can identify candidates' problem-solving style, understand their capacity, and identify areas for development.</p>	Being reviewed currently, we'll update this entry shortly!	
	JUD	Combined	<p>The Judgment assessment combines cognitive ability, bright- and dark-side personality, and values to measure participants' information-processing style, decision-making approach, decision-making style, reactions to feedback, and openness to feedback and</p>	Being reviewed currently, we'll update this entry shortly!	

			coaching. Good judgment involves being willing to acknowledge and fix bad decisions and learn from experience.		
	MVPI	Behavioural	The Motives, Values, Preferences Inventory (MVPI) describes personality from the inside – the core goals, values, drivers, and interests that determine what we desire and strive to attain. By assessing values, you can understand what motivates candidates to succeed, and in what type of position, job, and environment they will be the most productive.	Being reviewed currently, we'll update this entry shortly!	
Knack		Integrated to both	An online gamified platform powered by deep science and machine intelligence to uncover people's talents and potential. Uses games, giving an unbiased, immersive and inclusive form of assessment. Playing the game produces a stream of active, passive, conscious and subconscious milli-second micro-behaviours, from which algorithms compute the players hidden potential.	Attractive pricing model, with the ability to invite an unlimited number of people to play with no charge, and you only pay a small charge to view a person's results.	https://knackapp.com/
Lumina Learning	Lumina Spark	Behavioural	Lumina Spark provides a personalised portrait of your whole personality. It speaks directly to people, providing a report uniquely about them as individuals - not about people who are similar to them. The model is simple to understand yet contains great depth by directly measuring 72 personality qualities. This single report examines 3 personality states – The Underlying Persona (your instinctive preferences), The Everyday Persona (how you behave day to day) and The Overextended Persona (operating under extremes).	Being reviewed currently, we'll update this entry shortly!	https://luminalearning.com/
McQuaig	Word Survey	Behavioural	The McQuaig Word Survey® is personality profiling tool and includes 10 easy to read reports. It is online and takes 10-20 minutes to complete. The McQuaig Word Survey® is a personality test that measures core personality traits as well as how a person is behaving in their current role or job. The analysis between the two shows any adjustments the individual is making. This is important as it includes high and low morale etc. There is no pass or fail. The McQuaig Word Survey® indicates how a person's temperament is likely to influence their future behaviour. This in turn helps identify strategies to recruit, manage, develop and retain.	Being reviewed currently, we'll update this entry shortly! The McQuaig Word Survey® is registered with British Psychological Society and fully reviewed by the Psychological Testing Centre	https://mcquaig.co.uk/
	Mental Agility (MMAT)	Aptitude	The McQuaig Mental Agility Test®* (MMAT) measures an individual's speed of thought, general	Being reviewed currently, we'll update this entry shortly!	

			mental agility and several key components of 'intelligence' against job requirements. Applicable to most groups, the MMAT is a series of 50 questions with a 15-minute time limit to complete		
Motivational Maps	Motivational Maps Individual	Behavioural	In about 15 minutes on-line the individual can complete the diagnostic and receive a full 15-page report on what motivates them and how motivated they are. The Motivational Map report contains at least 9 reward strategy ideas to help to motivate individuals further. This tool unlocks for them, and for others if they choose to share, the key to high performance. It is ideal for individual, career and leadership development, and can be used in recruitment processes as well.	Being reviewed currently, we'll update this entry shortly!	https://www.motivationalmaps.com/
NEO	NEO-P-IR	Behavioural	Widely recognised as a Gold Standard for personality assessment using the Five Factor Model. Originally developed for clinical assessment, then modified for business purposes. 30-40 minutes to take, usually accessible through 3 rd party providers.	Being reviewed currently, we'll update this entry shortly!	Provided through 3 rd parties
PSI	EIP3	Behavioural	There are 16 scales of the EIP3 separating into Personal Intelligence and Interpersonal Intelligence.	Being reviewed currently, we'll update this entry shortly!	https://www.psonline.com/en-gb/talent-management/
Psytech International	15FQ+	Behavioural	Based on an extensively researched model, the 15FQ+ provides an in-depth assessment of the full sphere of human personality. It has been developed to ensure culture and gender fairness and has been adapted into over 20 languages. Building on the most current research, the 15FQ+ maintains the breadth of the original 16 personality factors first identified by Raymond B Cattell.	Being reviewed currently, we'll update this entry shortly!	https://psytech.com/
	PVQ (Personality & Values Questionnaire)	Behavioural	The PVQ measures the fundamental building blocks of personality and combines this with a measurement of values and motives. This combination provides a comprehensive insight into how people typically think, feel and interact in ways that may be productive or counter-productive. Alongside the personality assessment, the PVQ provides an assessment of values and motives, broken down by interpersonal values such as a 'need for altruism', professional values such as a	Being reviewed currently, we'll update this entry shortly!	

			'need for achievement' and personal values such as 'traditional values'.		
		Aptitude	Adapt-g, Critical Reasoning, Graduate Reasoning, Abstract Reasoning, Clerical and Technical test battery.	Being reviewed currently, we'll update this entry shortly!	
Pymetrics		Integrated to both	Using gamified technologies, Pymetrics offers two central products – Core Game and Logical & Numerical Reasoning. Core Games comprises 12 engaging games to fairly and accurately measure cognitive and emotional attributes in 25 minutes. Each game captures thousands of behavioural data points, then builds a profile of what makes a person and job unique. It measures attention, effort, fairness, decision making, emotion, focus, generosity, learning and risk tolerance. The Reasoning suite comprise 4 engaging gamified tests, each taking up to 10 minutes to complete.	Being reviewed currently, we'll update this entry shortly!	https://www.pymetrics.ai/
Saville	Wave	Behavioural	The Wave Questionnaire is long established assessment tool, a common favourite for companies to use in selection process to provide indicators of competency potential and cultural fit. It identifies talents, motives and preferred culture in one dynamic questionnaire (c. 40 mins to complete) using a dual response format to help control distortion. On completion, high-quality graphic reports are produced, available in over 30 languages.	Wave is considered a good allrounder by many Occupational Psychologists, providing comprehensive profiling insight, applicable quite reliably across all levels. Possibly a bit less user friendly to readily absorb the detail produced in the reports, and needs to be used in conjunction with a qualified assessor. Offers a nice platform from which to structure an interview to probe more fully. Useful aspects include the split to display how the individual's motivations and talent differ, and to gain insight into how the person reacts under pressure.	https://www.savilleassessment.com/
	Focus	Behavioural	Focus is a more refined version of the Wave, taking c. 13 minutes to give more of a high-level overview of the candidate.	Being reviewed currently, we'll update this entry shortly!	
	Swift	Aptitude	A suite of cognitive ability tests, including verbal, numerical, diagrammatic reasoning capabilities. Tests can be complete on-line and invariably take c. 20 minutes to complete, under time limited conditions. Saville also have a range of other aptitude tests including error checking, abstract reasoning, comprehension.	Being reviewed currently, we'll update this entry shortly!	
SHL	OPQ	Behavioural	OPQ provides an indication of an individual's preferred behavioural style at work, using 32 personality characteristics. It helps employers	The 'grandparent' of Psychometrics! SHL is about the best-known name in psychometrics, and remains an	https://www.shl.com/

			<p>gauge how a candidate will fit into certain work environments, how they will work with other people and how they will cope with different job requirements. The questionnaire will take roughly 30 minutes to complete.</p>	<p>extremely popular tool today. A strong all rounder that offers great reliability and simplicity to the hiring manager, easy to digest the insight. A solid favourite for all levels and type of hire.</p> <p>Wide global use, and therefore with good range of language accessibility. Only accessible in conjunction with a qualified assessor, which can ramp up the expense. Arguably less valuable for leadership level hiring where its simplicity may not quite offer the depth required. Customer service support can be a bit hit and miss.</p>	
	Verify	Aptitude	<p>A suite of cognitive aptitude tests covering numerical, deductive, inductive, verbal reasoning, mechanical comprehension and checking skills.</p>	<p>Being reviewed currently, we'll update this entry shortly!</p>	
Sova		Behavioural	<p>A relatively newer player in the market, but with strong scientific credibility and background, not least since it's founded. Sova's suite of assessments cover situational judgement, personality and aptitude, designed to be very user friendly. Their founder was also a former co-founder of another well established assessment provider, Talent Q.</p>	<p>Rated alongside Saville, Hogan and SHL as one of only 4 publishers recognised by the British Psychological Society as a truly predictive tool. (fact check**)</p> <p>Highly appealing as a more accessible, affordable, and agile tool. This tool has been made for the digital age, not adapted to accommodate it, so the tool is very user friendly. Companies can badge it with their own brand to maintain a seamless experience. The baseline report can be focused to meet particular requirements, not just hiring, but ongoing development. Reports are also available without the need to use a qualified assessor to interpret, which can help those looking for quick and cost effective solutions.</p>	<p>https://sovaassessment.com/</p>
Spotted Zebra		Behavioural	<p>Spotted Zebra aim to deliver personalised skills-based assessments, rather than a one size fits all approach of generic assessments. Underpinned by cutting edge science, each and every assessment is personalised to align with the specific requirements of the role, so employers can make better and more accurate talent decisions for greater hiring success.</p>	<p>Being reviewed currently, we'll update this entry shortly!</p>	<p>https://www.spottedzebra.co.uk/</p>

Strengthscope	Strengthscope	Behavioural	<p>Strengthscope® claim to have the most valid and reliable strengths profiling tool in the world today, being the first strengths assessment globally to have achieved registered test status with the British Psychological Society.</p> <p>The Strengthscope® self-report is the first step to self-awareness, allowing you to have honest, authentic conversations about what makes you truly unique, what you love to do, and how you can bring their best to work and to life, every single day.</p> <p>Strengthscope® enables you to perform at your best and reduce any potential performance risks by developing what already exists inside of you. Strengthscope® is available in 11 languages</p> <p>Core report, 360, Leadership, Team</p>	Being reviewed currently, we'll update this entry shortly!	https://www.strengthscope.com/
TalentLens	Giotto	Behavioural	A personal integrity assessment comprising 103 questions that placed candidate strengths and weaknesses into 7 distinguishable areas – prudence, fortitude, temperance, justice, faith, charity and hope. Only available in English, this has in fact been developed solely in the UK.	Being reviewed currently, we'll update this entry shortly!	https://www.talentlens.co.uk/
		Aptitude	A suite of aptitude assessments, Critical Thinking, Attention levels, problem Solving, Situational Judgement, Numerical Reasoning, Core Abilities.	Being reviewed currently, we'll update this entry shortly!	
Teamscope.io		Behavioural	Teamscope brings a different perspective to many tools in the market, as it overtly focuses on the collective rather than the individual. On the premise that people normally work in teams, but hiring and assessment usually focuses on individuals, Teamscope encourage a more holistic approach to hiring, with data at the core of decision making.	Being reviewed currently, we'll update this entry shortly!	https://teamscope.io/
Thomas International	PPA	Behavioural	Established for nearly 20 years Thomas International created PPA as a tool that is quick and easy to use. With 24 questions and taking 8 minutes to complete, PPA provides an initial profile detailing a person's strengths and limitations, their communication style, their value to the business, what motivates them, their basic fears and how they behave under pressure.	Being reviewed currently, we'll update this entry shortly!	https://www.thomas.co/
	GIA	Aptitude	A general intelligence assessment that comprises 5 tests covering reasoning, perceptual speed, number speed, accuracy, word meaning and spatial visualisation. The tests will take 30-45 minutes to complete overall.	Being reviewed currently, we'll update this entry shortly!	

Thrive	Various	All	Powered by AON, Thrive offers a range of assessments that can be specifically selected according to the type of role you're hiring for. This solution is operated on a subscription model based on the number of tests you'll want to use.	Being reviewed currently, we'll update this entry shortly!	https://thrivetech.co/en-GB/
YSC	YSC	Behavioural	<p>Placing leaders in senior-level, business critical roles that they are not ready for has multiple risk factors that impact the broader effectiveness of the organization. Rapid turnover of senior-level roles leads to lost productivity, lost engagement and errors in output.</p> <p>YSC applies independent objectivity, using proven methodology and psychological expertise to create a deep and developmental experience that not only provides your organization with deep insights on the individual, but also sets the stage to develop a strengths-based individual development plan using the specific context of the organization's needs.</p>	<p>Being reviewed currently, we'll update this entry shortly!</p> <p>A highly in-depth assessment, YSC is typically confined to leadership level when deployed as part of a hiring process.</p>	https://www.ysc.com/leadership-strategy-services/executive-assessment/
Zircon BeTalent	Various	Behavioural	<p>Zircon BeTalent provide customisable assessments to meet your specific business needs. With a range of tools suitable for use in recruitment processes including Blueprint, Strengths, Cultural Fit, Talent Fit, Decisions Styles, Resilience, Psychological Safety, Situation Analysis, and Winning Attitude.</p> <p>Assessment will be tailored to your business in consultation with an expert practitioner.</p>	Being reviewed currently, we'll update this entry shortly!	https://www.betalent.com/
10x	10x Personality 192i	Behavioural	<p>10x Psychology is the latest creation of one of the leading world figures in Psychometric Assessment, Peter Saville, co-founder of SHL and Saville Assessment.</p> <p>Their personality questionnaire is based on original research, a comprehensive literature review, and many years of professional experience. 10x Personality is designed to be work relevant, internationally applicable and suitable for a range of job roles and industries, giving powerful insight into key personality factors and behaviours. 10x Personality forms the basis of many of their solutions including those relating to hiring, organizational and personal development, coaching, employee experience and wellbeing.</p>	Being reviewed currently, we'll update this entry shortly!	https://www.10xpsychology.com/
	10x Motivation	Behavioural	The motivation questionnaire can be invaluable for hiring, onboarding, learning and personal	Being reviewed currently, we'll update this entry shortly!	

			development. It aids organizations and individuals identifying the factors that drive, motivation and satisfaction at work. 10x Motivation helps you to engage employees, and by extension create conditions that are conducive to performance flourishing.		
	10x Ability	Aptitude	Research repeatedly demonstrates that tests of mental ability are highly significant in predicting job performance and learning, especially when combined with personality measures. The 10x Ability suite offers a range of fair, objective, and scientifically rigorous tests assessing a broad spectrum of aptitudes, including Verbal, Numerical, Abstract, Spatial and Processing Speed.	Being reviewed currently, we'll update this entry shortly!	