



Technical Summary

2014

Everything we do is backed by an unrivalled record of success, and a dedicated team, empowered to meet your needs...

...you can count on it.

UKPQ™ is a personality questionnaire that has been developed in the United Kingdom in the middle years of the first decade of the 21st century. It is therefore one of the most modern instruments available. It should be remembered that the language and terminology of the workplace changes rapidly, as does the behaviours most likely to predict success. The personality questionnaire designed to select appropriate behaviours to the 1940's, the 1960's – or even the 1990's – may not be appropriate to 2013 and beyond.

The UKPQ™ measures twenty scales in total. These comprise sixteen different personality dimensions, and four 'distortion' scales. Each of the dimensions is bi-polar – the opposing 'extremes' represent and measure opposite personality traits (e.g. Interpersonal Warmth vs. Interpersonal Coolness; Openness to Change vs. Resistance to Change etc.).



With a high presence in the UK, ASDTi provide a range of services to the 11-19 and Sixth-Form sectors

- MORE WORK-FOCUSED – LESS WORK-FOCUSED
- WARM & FRIENDLY – COOL & RESERVED
- DETAIL-CONSCIOUSNESS – FLEXIBILITY
- LESS WORK-STAMINA – MORE WORK-STAMINA
- OPEN TO CHANGE – TRADITIONAL
- OUTGOING – SOLITARY
- ASSERTIVENESS – PASSIVITY
- PESSIMISTIC ABOUT SUCCESS – OPTIMISTIC ABOUT SUCCESS
- EMOTIONAL – SELF-CONTROLLED
- GENUINE – PERSUASIVE
- PREFERS FLEXIBILITY – PLANS AHEAD
- DOESN'T LIKE TO FOLLOW RULES – ENJOYS FOLLOWING RULES
- RELAXED – WORRYING
- CONSULTATIVE – NON-CONSULTATIVE
- AWARE OF IMPACT ON OTHERS – NON-AWARE
- MORE MODEST AND HUMBLE – LESS MODEST



Four Distortion Scales are also included

- LESS SOCIALLY DESIRABLE ANSWERS – MORE SOCIALLY DESIRABLE ANSWERS
- LESS ACQUIESCENCE – MORE ACQUIESCENCE
- LESS RANDOMLY RESPONDING – MORE RANDOMLY RESPONDING
- LESS CENTRAL TENDENCY – MORE CENTRAL TENDENCY

Complete information on reliability and validity, including predictive validity studies showing excellent results, is given in the technical manual, available to purchase or free with the UKPQ™. Below is a summary for evaluative purposes.

INTERNAL CONSISTENCY

The UKPQ shows four scales where alphas exceed 0.8 and there are a further five where the alphas exceed 0.73. The remainder of the UKPQ scales have alphas that exceed 0.70

Compared to other personality questionnaires this is exceptional, and shows that the UKPQ is exceedingly reliable.

For example, internal consistency alphas for the Occupational Personality Questionnaire® Concept & Factor models are often lower than 0.7 with a number of scales below 0.5 and one below 0.4. The internal consistencies of the 16PF™ show few alphas over 0.7 and many below 0.5. The OPP™ shows alphas of between 0.61 and 0.83. The internal consistencies of the NEO PI-R™ show alphas as low as 0.56, with a considerable number of scales below 0.70.

TEST-RETEST (STABILITY)

The UKPQ shows exceptional test-retest stability. 103 applicants for positions in a variety of industries completed the questionnaire initially during the summer of 2003. They were tested again, with an average interval intervening of approximately 6 months, and their results were correlated to establish their coefficient alphas. The UKPQ showed three scales with stability coefficients that exceeded 0.9 and all other scales exceeding 0.72.

Therefore we can say that the UKPQ shows exceptional stability over time – these figures easily equal those produced by other leading instruments. The technical manual for the OPQ® Concept and factor models,

for example, shows test-retest stability (over 15 months) as low as 0.48 (Change Oriented) with several other scales around 0.5 (e.g. Social Confidence, Persuasiveness, Decisiveness).

SCALE INTER-CORRELATIONS

The figures reported for UKPQ compare very favourably with inter-correlations reported for other instruments. OPQ® 5.2 for instance reports inter-correlations as high as 0.74, with many over 0.55. Inter-correlations reported for PIN-POINT are as high as 0.61. The highest inter-correlation in the UKPQ is 0.55, with only two over 0.50. Again, the figures are based on the UKPQ Statistical Analysis Group (N=651)

CONSTRUCT VALIDITY

The UKPQ scales correlate with their equivalents in the OPQ®, ranging from R = 0.80 (Warmth) to R = 0.63 (Stamina). They correlate with their equivalents in PeopleMapper, ranging from R = 0.82 (Work Oriented, Warmth) to R = 0.62 (Detail-Consciousness). They correlate with their equivalents in 16PF-5, such as the scale for 'Openness to Experience' (R = 0.73). They correlate with the OPP, such as the scale for 'Assertiveness' (R = 0.74) and Optimism (correlates -0.65 with 'Pessimism'). Overall, excellent support is found for the dimensions of the UKPQ. Each scale correlates highest with the scale whose conceptualisation most closely matches that of the corresponding UKPQ Scale. Some correlations were found that exceed 0.8, and all correlations but two exceed 0.68. By comparison, the OPQ® 5.2 shows correlates with the 16PF that range from 0.70 to 0.19 and the 16PF-5 correlates with the OPP from 0.74 to 0.44.

The correlation figures for the UKPQ exceed those reported for many major psychological tests by some margin and can be considered strong support for the UKPQ having excellent psychometric properties.

Our client list includes many household names, but our relationships are long-term. We look for results that will last...

...you can count on it.

UKPQ™ is extremely powerful, very reliable and supremely accurate – yet it's incredibly simple to use. Further, it has exceptional reliability AND validity in education, and has unrivalled UK senior leadership norms. Many 1000's of school leaders have completed UKPQ since 2005.

We carry out all testing for you – on-line, with no hassle to yourself. All we need is a contact number and e-mail address for the people you would like to test. You will usually have your report within a couple of days (and it can be within the hour if the testee is available).

UKPQ™ is unique in the flexibility it gives you.

“ASDTi have the products to help at every step of a recruitment process. As clients we are absolutely delighted” Principal, NEW College Pontefract

TO ORDER UKPQ™

You can order UKPQ™ by purchase on our website www.ukpq.co.uk or by contacting us via the same site. Our friendly, efficient staff will talk you through the process, and arrange any training you require. UKPQ™ is extremely affordable, but has industry-leading accuracy – contact us for a quote.