



online testing

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online testing

> welcome to MSP's online testing platform



Our service will help you assess test takers quickly and efficiently.

You open an account with us by ordering one or more assessments from our website. Shortly after you have completed your order, you will get an email from us with your account login details. This consists of two sets of username and password.

The first username and password is for the test administrator. It allows the administrator to monitor responses rates, print off reports and order new tests.

The second username and password is to give to test takers to enable them to access a test you want them to take.

We also give you a hyperlink that you can insert in your test invitation emails to test takers which takes them straight to the online testing service removing the need for test takers to enter usernames and passwords.

> feedback

When you open an account, we ask you to say how you would like feedback to be handled.

The options are that reports are emailed to you, the test taker or to both of you. You can also allow the test taker to view and print off the report immediately after they have taken the test.

In recruitment situations, many clients do not want the test taker to see the report until they have seen it first, but in development situations, clients often allow the test taker to see the report straightaway.

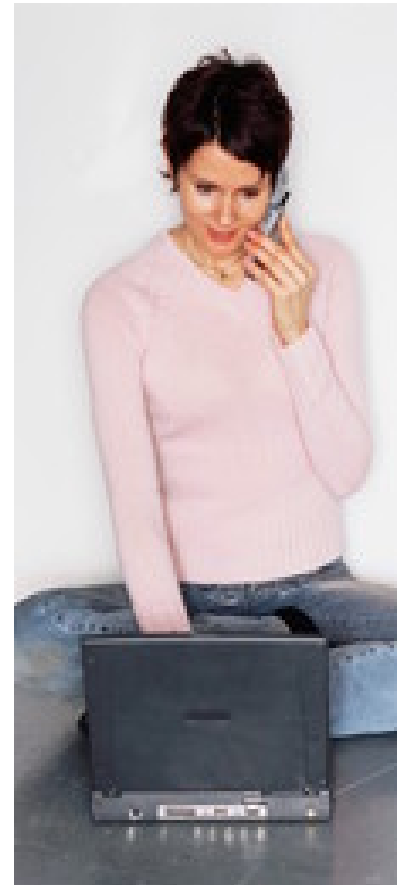
> test design

We have designed our tests to meet the standards of a modern psychometric instrument. In the pages that follow, you will find a technical summary of the features of each test against the criteria set out by the European Federation of Professional Psychologists Associations (www.efpa.be).

You will see that key tests such as the personality, leadership and emotional intelligence assessment instruments meet the key quality standards set out in the EFPA Review Model.

Test reliabilities are adequate or good, norms are based on large or very large sample sizes, and validity based on correlations between scales and marker variables, or correlations between the test and criteria, are adequate or good.

All our assessments except the Team Roles Questionnaire (TRQ) are normative instruments designed to provide comparisons between candidates. The TRQ is a semi-ipsative instrument that produces a ranking of a person's team role preferences for training and development applications.



> internet testing guidelines

If you are new to testing, we recommend that you familiarise yourself with the International Test Commission's guidelines on computer-based and internet-delivered testing (www.intestcom.org/itc_projects.htm).

Usage of psychological testing varies from country to country and it is the responsibility of users to ensure that test administration and feedback conforms to each country's regulations and is in accordance with accepted best practice.

> personality

Name	Big Five Personality Questionnaire (B5PQ)
Contents domain	Personality
Areas of use	Work and occupational; counselling, advice, guidance and career choice; general health, life and well-being
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	5 global scales: Extraversion, Agreeableness, Openness To Change, Conscientiousness, Emotional Stability 21 primary scales: Friendly, Outgoing, Assertive, Energetic, Trusting, Genuine, Considerate, Unassuming, Imaginative, Innovative, Rule-Breaking, Adaptable, Competent, Organised, Achieving, Proactive, Relaxed, Contented, Self-Assured, Resilient, Impression Management
Items format	Likert ratings
No of test items	160 items; 8 items per primary scale; 32 items per global scale
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes 10-15 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Global scores are the sum of primary scale scores. Impression management scores are based on the total score across all the scales
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Standard Ten Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around the Big Five personality factors
Sensitivity to context	One version for all contexts
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Very large – 50,000+
Validity & Reliability	
Theoretical foundations of the constructs	Big five factor model of personality
Construct validity	Good overall adequacy based on correlations with marker variables, performance criteria and confirmatory factor analysis
Median and range of the correlations between the test and other similar test	Median = 0.80, range = 0.74 – 0.86
Median and range of the correlations between the test and criteria	Median = 0.28, range = 0.01 – 0.42
Internal consistency median of coefficients	Median = 0.80
Test retest median of coefficients	0.85

> leadership

Name	Creative Leadership Questionnaire (CLQ), Leadership Potential Indicator (LPI)
Contents domain	Leadership
Areas of use	Work and occupational; counselling, advice, guidance and career choice
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	5 global scales: Managing Change, Planning & Organising, Interpersonal Skills, Results Orientation, Leadership 20 primary scales: Initiative, Risk Taking, Creativity & Innovation, Adaptability, Analytical Thinking, Decision Making, Planning, Quality Management, Communicating, Listening & Supporting, Relating & Networking, Teamwork, Achieving Goals, Customer Focus, Business Awareness, Learning Orientation, Authority & Influence, Motivating & Empowering, Developing Others, Coping with Pressure
Items format	Likert ratings
No of test items	160 items; 8 items per primary scale; 32 items per global scale
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes 10-15 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Global scores are the sum of primary scale scores
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Standard Ten Scores and Percentile Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around higher order factors such as leadership level and global leadership factors
Sensitivity to context	Two versions focusing on a) leadership level (Collins, 2001) and b) leadership potential (Bartram, 2004)
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Very large – 50,000+
Validity & Reliability	
Theoretical foundations of the constructs	Analysis of company competency frameworks, Level 5 Leadership, and SHL Universal Competency Framework
Construct validity	Good overall adequacy based on correlations with marker variables, performance criteria and exploratory factor analysis
Median and range of the correlations between the test and other similar test	Median = 0.77, range = 0.51 – 0.88
Median and range of the correlations between the test and criteria	Median = 0.33, range = 0.29 – 0.34
Internal consistency median of coefficients	Median = 0.71

> leadership (cont)

Name	Transformational Leadership Questionnaire (TLQ)
Contents domain	Leadership
Areas of use	Work and occupational; counselling, advice, guidance and career choice
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	1 global scale: Transformational Leadership 8 primary scales: Empathy, Feedback, Achievement, Commitment, Performance, Empowerment, Communication, Motivation
Items format	Likert ratings
No of test items	64 items; 8 items per primary scale; 64 items in global scale
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes 10 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Global scores are the sum of primary scale scores
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Standard Ten Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around the 8 primary scales
Sensitivity to context	One version for all contexts
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Very large – 2,500+
Validity & Reliability	
Theoretical foundations of the constructs	Transformational leadership literature
Construct validity	Good overall adequacy based on correlations with benchmark items, performance criteria and exploratory factor analysis
Median and range of the correlations between the test and other similar test	Median = 0.62, range = 0.56 – 0.76
Median and range of the correlations between the test and criteria	Median = 0.33, range = 0.20 – 0.35
Internal consistency median of coefficients	Median = 0.70

> emotional intelligence

Name	Emotional Intelligence Questionnaire (EIQ16)
Contents domain	Emotional intelligence
Areas of use	Work and occupational; counselling, advice, guidance and career choice
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	4 global scales: Perceiving Emotions, Facilitating Thought, Understanding Emotions, Managing Emotions. 17 primary scales: Self-Analysis, Analysis of Others, Self-Expression, Discrimination, Thinking, Judgment, Sensitivity, Problem Solving, Interactions, Outcomes, Complexity, Transitions, Openness, Monitoring, Self-Control, Others, Impression Management
Items format	Likert ratings
No of test items	136 items; 8 items per primary scale; 32 items per global scale
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes 10-15 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Global scores are the sum of primary scale scores
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Percentile Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around the four global ability factors
Sensitivity to context	One version
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Very large – 7,500+
Validity & Reliability	
Theoretical foundations of the constructs	Mayer and Salovey (1997) ability model of emotional intelligence
Construct validity	Good overall adequacy based on correlations with marker variables, performance criteria and exploratory factor analysis
Median and range of the correlations between the test and criteria	Median = 0.15; range = 0.16 – 0.25
Internal consistency median of coefficients	0.69

> emotional intelligence (cont)

Name	Rapid PQ + EQ
Contents domain	Personality and emotional Intelligence
Areas of use	Work and occupational; counselling, advice, guidance and career choice
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	1 global scale: Emotional Intelligence 7 primary scales: Innovation, Self-Awareness, Intuition, Emotions, Motivation, Empathy, Social Skills
Items format	Likert ratings
No of test items	84 items: 12 items per scale, all 84 items used for global scale
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes approximately 10 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Scale scores are the sum of scale items
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Standard Ten Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around the 7 primary scales
Sensitivity to context	One version
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Large – 1,500+
Validity & Reliability	
Theoretical foundations of the constructs	Literature on emotional intelligence, particularly Goleman
Construct validity	Good overall adequacy based on correlations with marker variables and performance criteria
Median and range of the correlations between the test and other similar test	Median = 0.73, range = 0.60 – 0.80
Median and range of the correlations between the test and criteria	Median = 0.24, range = 0.16 – 0.40
Internal consistency median of coefficients	0.78

> creative style

Name	Creative Style Questionnaire (CSQ)
Contents domain	Emotional intelligence
Areas of use	Work and occupational; counselling, advice, guidance and career choice
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	1 global scale: Creative Style 5 primary scales: Originality, Risk Taking, Adaptability, Assertiveness, Achievement
Items format	Likert ratings
No of test items	50 items; 10 items per primary scale; 50 items per global scale
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes 5-10 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Global score is the sum of all items
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Standard Ten Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around the five primary scale scores
Sensitivity to context	One version
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Large – 1,500+
Validity & Reliability	
Theoretical foundations of the constructs	Adaptation-Innovation Theory
Construct validity	Good overall adequacy based on correlation with other instrument and exploratory factor analysis
Correlation between the test and other similar test	0.69 (KAI)
Internal consistency median of coefficients	0.78

> competency potential

Name	Great Eight Competency Questionnaire (G8CQ)
Contents domain	Great 8 competencies
Areas of use	Work and occupational; counselling, advice, guidance and career choice
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	8 primary scales: Extraversion, Agreeableness, Openness To Change, Conscientiousness, Emotional Stability, Achievement Motivation, Power Motivation, Cognitive Ability
Items format	Likert ratings
No of test items	130 items: 10-20 items per scale
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes 10-15 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Scale scores are the sum of scale items
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Standard Ten Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around the great 8 competency factors
Sensitivity to context	One version
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Large – 1,500+
Validity & Reliability	
Theoretical foundations of the constructs	Big Five Factor model and Great 8 Competency model
Construct validity	Good overall adequacy based on correlations with marker variables, confirmatory factor analysis and performance criteria
Median and range of the correlations between the test and other similar test	Median = 0.60, range = 0.21 – 0.84
Median and range of the correlations between the test and criteria	Median = 0.20, range = 0.08 – 0.30
Internal consistency median of coefficients	0.87

> motivation

Name	Motivation Questionnaire (MQ)
Contents domain	Job motivation
Areas of use	Work and occupational; counselling, advice, guidance and career choice
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	5 global scales: Drive, Control, Challenge, Relationships and Rewards 20 primary scales: Activity, Achievement, Competition, Fear of Failure, Power, Recognition, Status, Ethics, Interest, Flexibility, Progression, Pressure, Teamwork, Management, Customers, Business, Remuneration, Job Security, Autonomy, Growth
Items format	Likert ratings
No of test items	120 items; 6 items per primary scale; 24 items per global scale
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes 10-15 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Scale scores are the sum of scale items
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Standard Ten Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around the five global motivation factors
Sensitivity to context	One version
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Large – 1,500+
Validity & Reliability	
Theoretical foundations of the constructs	Synthesis of research on job motivation
Construct validity	Good coverage of factors identified in literature on psychology of motivation
Internal consistency median of coefficients	0.61

> sales

Name	Sales Competency Questionnaire (SCQ)
Contents domain	Sales competencies
Areas of use	Work and occupational; counselling, advice, guidance and career choice
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	13 primary scales: Communication, Listening, Competitor awareness, Prospecting, Customer orientation, Product expertise, Achievement, Conscientious, Self-awareness, Resilience, Adaptability, Teamwork, Negotiating
Items format	Likert ratings
No of test items	156 items; 12 items per primary scale
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes 10-15 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Global scores are the sum of primary scale scores
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Standard Ten Scores and Percentile Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around the 13 primary scales
Sensitivity to context	One standard version
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Large – 1,500+
Validity & Reliability	
Theoretical foundations of the constructs	Analysis of literature on sales competencies
Construct validity	This test is still under development
Median and range of the correlations between the test and other similar test	
Median and range of the correlations between the test and criteria	
Internal consistency median of coefficients	

> stress

Name	Stress Assessment Questionnaire (SAQ)
Contents domain	Stress
Areas of use	Psycho-clinical ; work and occupational; counselling, advice, guidance and career choice
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	17 primary scales: Work, Relationship, Parenting, Incidents, Emotional, Behavioural, Physical, Social Support, Self-Regulation, Problem Solving, Distraction, Health, Procrastination, Perfectionism, Self-Esteem, Depression, Anxiety
Items format	Likert ratings
No of test items	128 items; 8 items per primary scale
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes 10-15 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Global scores are the sum of primary scale scores
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Standard Ten Scores and Percentile Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around 5 higher order factors: Sources of Stress, Symptoms of Stress, Coping Style, Personality, Mental Health
Sensitivity to context	One standard version
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Very large – 20,000+
Validity & Reliability	
Theoretical foundations of the constructs	Analysis of literature on occupational and clinical stress
Construct validity	Good overall adequacy based on correlations with other instruments, performance criteria and exploratory factor analysis
Median and range of the correlations between the test and other similar test	Median = 0.82, range = 0.70 – 0.91
Median and range of the correlations between the test and criteria	Median = 0.18, range = 0.01 - 0.29
Internal consistency median of coefficients	Median = 0.80

> team roles

Name	Team Roles Questionnaire (TRQ)
Contents domain	Team role preferences
Areas of use	Work and occupational; counselling, advice, guidance and career choice
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	10 primary scales: Strategic Thinker, Negotiator, Quality Controller, Innovator, Salesperson, Project Manager, Team Worker, Coach, Consultant, Auditor
Items format	Semi-ipsative rating scale (Sawyer and Kabacoff, 1997)
No of test items	120 items in 40 blocks of 3 items
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes 10-15 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Scale scores are the sum of scale items
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Standard Ten Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around the 10 team role preference factors
Sensitivity to context	One version
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Large – 1,500+
Validity & Reliability	
Theoretical foundations of the constructs	Synthesis of research on team role effectiveness
Construct validity	Good fit with team role effectiveness factors identified in literature. The ipsative design of the TRQ makes it unsuitable for conventional reliability and validity analyses

> sport

Name	Sport Personality Questionnaire (SPQ)
Contents domain	Sport psychology
Areas of use	Sport counselling, training, advice, guidance and career choice
Intended mode of use	Password restricted and open access Internet delivered test
Populations for which the test is intended	Adults
Number of scales and brief description of the variable or variables measured by the instrument	6 higher order factors: Dynamism, Motives & Values, Openness, Sociability, Anxieties, Techniques 20 primary scales: Competitiveness, Aggressiveness, Self-Efficacy, Flow, Achievement, Power, Conscientiousness, Ethics, Adaptability, Self-Awareness, Intuition, Relationships, Empathy, Emotions, Competition, Anxiety, Fear of Failure, Burnout, Self-Talk, Visualization, Goal Setting
Items format	Normative
No of test items	160 items; 8 items per scale
Administration mode	Computerised web-based application – unsupervised self assessment
Time required for administering the instrument	Administration takes 10-15 minutes. Scoring, analysis and feedback take under 1 minute
Scoring procedure for the test	Computer scoring with direct entry of responses by test taker
Scores	Scale scores are the sum of scale items
Score transformation for standard scores	Normalised – scores obtained by use of normalisation look-up table
Scales used	Standard Ten Scores
Report	
Report media	Integrated text and graphics
Complexity	Medium - a mixture of simple descriptions and some configural descriptions
Report structure	The report is constructed around the 6 higher order factors and 20 primary scales
Sensitivity to context	One version
Clinical-actuarial	Based on clinical judgement of one expert
Modifiability	Not modifiable (fixed print-only output)
Degree of finish	Publication quality
Transparency	Clear linkage between scale scores and text
Style and tone	Guidance
Intended recipients	Qualified test users, qualified system users, test takers and third parties
Norms	
Appropriateness for local use, whether local or international norms	Large international sample with good relevance for intended application
Sample size	Large – 4,500+
Validity & Reliability	
Theoretical foundations of the constructs	Synthesis of research on sport psychology
Construct validity	Good coverage of sport psychology factors and correlations with reported success
Median and range of the correlations between the test and criteria	Median = 0.53, range = 0.07 – 0.76
Internal consistency median of coefficients	0.69

