



Personality Perspectives

Perspectives is a broad range occupational personality inventory developed by Podium in collaboration with Dr. Nigel Guenole at Goldsmiths, University of London.

It is suitable for use in all areas of HR where detailed information is required about employees' and prospective employees' patterns of thinking, feeling, and behaving.

The structure of Perspectives reflects modern neuroscientific thinking about personality. It contains ten broad scales that correspond to the **ten aspects of personality** associated with the big five and the higher order personality dimensions of stability (alpha) and plasticity (beta). These preferences are interpreted for their impact on Leadership Capability

Perspectives is a self-report inventory. It is 90-questions long, makes minimal reading demands, and is completed in under 15 minutes. Reports can be generated instantly for selection and development.



FEATURES

- ✔ Perspectives was developed on large representative samples using multidimensional item response theory methods.
- ✔ Perspectives has strong internal consistency reliability overall, and across subsamples e.g. gender, ethnicity.
- ✔ Test Retest reliability analyses over a 14-day period reveal that the retest reliabilities for all scales is in excess of .75.
- ✔ Validity studies against well-established models, such as the I6PF, reveal expected patterns of correlations with these alternative models.
- ✔ Examination of questionnaire items across ethnic regroups reveals minimal evidence of psychometric bias (i.e. measurement invariance analyses)
- ✔ Analyses of Perspectives data across thousands of participants of different ethnicities suggests appropriate use will not lead to adverse impact.



Leadership Perspectives

