

Psychometric testing - introduction to the NEO – FFI – 3

As part of the Passion to Paycheque programme, you will undertake a personality – based psychometric test, which will help to identify your strengths and areas for development, to help make your passion a reality.

What is personality – based psychometric testing?

Personality concerns the way we respond to other people and situations: how we relate to other people, how we tackle problems, our emotionality and our response to stress, Personality tests assess our preferred or typical ways of acting or thinking. These tests do not have right and wrong answers. Rather, they attempt to measure how much or how little we possess of a specific personality trait or set of traits.

The NEO – FFI – 3

The NEO Five Factor Inventory – 3 (NEO – FFI – 3) is a 60 – question, self - report psychological personality test that assesses based on the five-factor model of personality:

- Openness to Experience
- Conscientiousness
- Extraversion
- Agreeableness
- Emotional Reactivity

You will be asked to select the response that best represents their opinion on a 5-point scale ranging from ‘Strongly Disagree’ to ‘Strongly Agree’. The test provides accurate insight in how your personality influences:

- Problem – solving and decision – making
- Planning and organising
- Style of relating to others
- Level and pattern of emotions

The NEO – FFI – 3 is based on a large amount of scientific evidence and is quick to complete.

Next steps

Unlike an academic exam where you must revise beforehand, **preparation is not necessary for the NEO – FFI – 3 test**. There are no right or wrong answers or calculations to remember. Instead, the NEO – FFI - 3 test requires **honesty**

and self-awareness when responding to the questions. Fully consider each question before you answer and respond in a way that truly reflects your personality.

You will need access to a computer or laptop as you cannot complete the test on your mobile phone. If you cannot access a computer or laptop please let us know and we can arrange one for you.

After completing your test, you will have a 1 to 1 feedback session, where you will be able to discuss your test results. You will also receive a resource pack containing a Junction Point summary report and copy of your test results.

If you have any questions or concerns, speak to a Junction Point team member or email dan@junctionpoint.co.uk.