KCP / PERSONALITY

Personality & Development

Workplace personality, motivation and professional development

Online questionnaires

Selection • Development • Teams

Direct professional support

Over five decades of psychological expertise

2026 / 27

PERSONALITY & DEVELOPMENT

Contents

About KCP questionnaires · 3

Find a questionnaire · 4

MAPP – Managerial and Professional Profiler · 5

GPP – Graduate Personality Profiler · 7

PMP – Personality and Motivation Profiler · 9

WPP – Work Preferences Profiler · 11

RSP – Retail Staff Profiler · 13

LSP – Leisure Services Profiler · 15

PAQ – Personal Adaptability Questionnaire · 17

ISP – Influencing Styles Profiler · 19

CPP – Career Preferences Profiler · 21

PDP – Personal Development Profiler · 23

TEP – Team Effectiveness Profiler · 25

TPP – Team Preferences Profiler · 27

Ordering and professional advice · 29

PERSONALITY & DEVELOPMENT

About KCP questionnaires

Understanding workplace performance

Effective performance depends on the interaction of ability, personality, motivation and the requirements of the role.

Ability – the skills and capabilities needed to perform work.

Personality – typical patterns of behaviour, feeling and thinking.

Motivation – the values and incentives that influence engagement with work.

Using questionnaires responsibly

A robust assessment may combine ability tests with exploration of personality and motivation. Questionnaire findings provide a basis for further exploration through interviews and other relevant evidence, rather than a stand-alone selection decision.

Direct professional support

Contact KCP for advice on instrument selection and interpretation.

PERSONALITY & DEVELOPMENT

Find a questionnaire

KCP Testfinder

Use our interactive selection tool to explore questionnaires by job type and characteristics.

Open KCP Testfinder

Personality and motivation

MAPP, GPP and PMP

Personality

WPP, RSP and LSP

Change resilience, development and teams

PAQ, ISP, CPP, PDP, TEP and TPP

PERSONALITY & MOTIVATION

MAPP – Managerial and Professional Profiler

Who is it for?

Senior executives, managers and professionals

About the questionnaire

The Managerial and Professional Profiler (MAPP) is a unique normative, self-report personality and motivation questionnaire. It provides an assessment of typical preferences on 19 personality dimensions (clustered in People, Task and Feelings domains), and 14 motivational and values dimensions.

MAPP was developed as an integrated questionnaire which explores BOTH personality and motivational dimensions.

Whilst other questionnaires give an insight into underlying personality traits and behavioural preferences, MAPP includes the important fourth dimension of values and motivation.

Extensive research and experience over 30 years as occupational psychologists with real-life experience as senior managers enabled us to develop a questionnaire that avoids scale redundancy and focuses on critical behaviours at the most senior levels.

Dimensions explored

People: Affectionate, Sociable, Confident, Convincing, Perceptive, Candid, Assertive, Uncompromising

Task: Free-Thinking, Strategic, Intuitive, Distractable, Systematic, Cautious

Feelings: Self-Assured, Anxious, Sensitive, Expressive

Values: Material Wealth, Competition, Results, Recognition, Personal Authority, Responsibility, Intellect, Novelty, Self-Expression, Altruism, Intimacy, Levity, Security, Work

Benefits and applications

- highly reliable
- shorter version for pre-screening (MAPP-8)
- insights into potential satisfiers/dissatisfiers with both job content and organisation culture
- explore performance, absenteeism and turnover
- competitive pricing - buy from one unit upwards

PERSONALITY & MOTIVATION

MAPP – Reports and training

Available outputs

MAPP outputs are available for executive use, preparation for interviews, developmental reports for candidates and include predictions about Psychological Type and Big Five Traits, team roles and style of leadership, as well as summaries of potential strengths and limitations against core management competencies.

MAPP Executive Profile

Detailed graphical presentation of interpersonal style, approach to work, resilience and emotional responses, values and motivation. the profile chart also includes predictions of psychological type, the five factor model, leadership style scores, team roles, and management competencies.

View sample report

MAPP Assessor Report A full narrative report on each of the four MAPP domains, a summary of strengths and limitations, and interview questions for detailed exploration of these.

MAPP Candidate Feedback Report A detailed narrative report and developmental suggestions.

Training requirements

Access to the MAPP Executive Profile is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The MAPP Assessor Report and MAPP Feedback Report do not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free MAPP Upgrade programme

British Psychological Society review

“Overall, the MAPP is a well constructed, easy-to-use questionnaire which gives information on a range of occupationally relevant scales relating not only to personality but also to work-related values. It is, therefore, a potentially powerful instrument for the full range of uses in employee selection, development and guidance at the managerial and professional level and offers considerably more than many other popular instruments which deal exclusively with personality.”

PERSONALITY & MOTIVATION

GPP – Graduate Personality Profiler

Who is it for?

Graduates and undergraduates

About the questionnaire

The Graduate Personality Profiler (GPP) is a version of MAPP with modified items appropriate for those with little or no work experience. It provides an assessment of typical preferences on 19 personality dimensions (clustered in People, Task and Feelings domains), and 14 motivational and values dimensions.

Dimensions explored

People: Affectionate, Sociable, Confident, Convincing, Perceptive, Candid, Assertive, Uncompromising

Task: Free-Thinking, Strategic, Intuitive, Distractable, Systematic, Cautious

Feelings: Self-Assured, Anxious, Sensitive, Expressive

Values: Material Wealth, Competition, Results, Recognition, Personal Authority, Responsibility, Intellect, Novelty, Self-Expression, Altruism, Intimacy, Levity, Security, Work

Benefits and applications

- quick to administer
- suitable for mass pre-screening
- competitively priced – no expensive licensing or leasing fees
- broad range of uses - selection, development, placement and career counselling

PERSONALITY & MOTIVATION

GPP – Reports and training

Available outputs

GPP outputs are available for executive use, preparation for interviews, developmental reports for candidates and include predictions about Psychological Type and Big Five Traits, team roles and style of leadership, as well as summaries of potential strengths and limitations against core management competencies.

GPP Profile

Detailed graphical presentation of interpersonal style, approach to work, resilience and emotional responses, values and motivation. the profile chart also includes predictions of psychological type, the five factor model, leadership style scores, team roles, and management competencies.

View sample report

GPP Assessor Report A full narrative report on each of the four GPP domains, a summary of strengths and limitations, and interview questions for detailed exploration of these.

GPP Candidate Feedback Report A detailed narrative report and developmental suggestions.

Training requirements

Access to the GPP Executive Profile is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The GPP Assessor Report and GPP Feedback Report do not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free MAPP Upgrade programme.

PERSONALITY & MOTIVATION

PMP – Personality and Motivation Profiler

Who is it for?

Non-managerial staff including sales, customer service and call centre personnel, telesales, administrative and IT support roles

About the questionnaire

The PMP is a self-report personality and motivation questionnaire specifically designed for non-managerial positions. It provides an assessment of typical preferences on 22 personality and motivational dimensions relevant to effective performance.

The PMP is an integrated questionnaire that explores BOTH personality and motivational dimensions. Whilst other questionnaires may give an insight into underlying personality traits and behavioural preferences, the PMP continues KCP's approach of including the critical fourth dimension of values and motivation.

Dimensions explored

Interpersonal: Sociable, Confident, Convincing, Empathetic, Team-focused, Flexible

Task: Proactive, Innovative, Systematic, Detailed, Reliable

Personal: Resilient, Positive, Energetic

Work: Results, Change, Self-directing, Work, Material Wealth, Competition, Recognition

Benefits and applications

- rapid, comprehensive administration - typically 25 minutes or less
- provides insights for use with current role and development possibilities
- competitively priced – no expensive licensing or leasing fees
- broad range of uses - selection, development, coaching and counselling

PERSONALITY & MOTIVATION

PMP – Reports and training

Available outputs

PMP outputs are available for executive/line manager use, preparation for interviews and developmental reports for candidates.

PMP Profile

Detailed graphical presentation of interpersonal style, approach to work, resilience and emotional responses, and motivation.

View sample report

PMP Assessor Report A full narrative report on each of the four PMP domains, a summary of strengths and limitations, and interview questions for detailed exploration of these.

PMP Candidate Feedback Report A detailed narrative report and developmental suggestions.

Training requirements

Access to the PMP Executive Profile is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The PMP Assessor Report and PMP Feedback Report do not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free Upgrade programme.

PERSONALITY

WPP – Work Preferences Profiler

Who is it for?

A broad range of operative, semi-skilled and skilled occupations.

About the questionnaire

The WPP is a self-report personality questionnaire designed for non-supervisory manual, operator, semi-skilled and skilled staff. It provides an assessment of 7 personality traits which are relevant to effective performance in many roles.

The WPP dimensions are derived from job analyses in a range of sectors from manufacturing through to logistics.

Dimensions explored

Sociable • Team-focused • Systematic • Reliable • Detailed • Resilient • Energetic

Benefits and applications

- rapid administration - typically 7-8 minutes or less
- suitable for both selection and placement
- competitively priced – no expensive licensing or leasing fees
- provides information for occupations that have often been overlooked

PERSONALITY

WPP – Reports and training

Available outputs

WPP outputs are available for line manager use, preparation for interviews and feedback for candidates.

WPP Profile

Detailed graphical presentation of interpersonal style, approach to work, resilience and energies.

View sample report

WPP Interview Report A full narrative report on each of the seven core traits, a summary of strengths and limitations, and interview questions for detailed exploration of these.

Training requirements

Access to the WPP Profile Chart is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The WPP Assessor Report does not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free Upgrade programme.

PERSONALITY

RSP – Retail Staff Profiler

Who is it for?

For sales assistants, counter assistants, checkout operators, fresh food sales people and shelf fillers

About the questionnaire

The RSP is a self-report personality questionnaire derived from studies in shop and supermarket environments. The traits measured are useful ways of helping decide on appropriate roles for candidates in retail settings where differing approaches to work and people are required.

Dimensions explored

Confident • Empathetic • Systematic • Conscientious • Detailed • Resilient • Energetic

Benefits and applications

- rapid administration - typically 7-8 minutes or less
- suitable for both selection and placement
- competitively priced – no expensive licensing or leasing fees
- appropriate for customer facing and backroom roles

PERSONALITY

RSP – Reports and training

Available outputs

RSP outputs are available for line managers, preparation for interviews and feedback for candidates.

RSP Profile

Detailed graphical presentation of interpersonal style, approach to work, resilience and energies.

View sample report

RSP Interview Report A full narrative report on each of the seven personality traits, a summary of strengths and limitations, and interview questions for detailed exploration of these.

Training requirements

Access to the RSP Profile Chart is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The RSP Assessor Report does not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free Upgrade programme.

PERSONALITY

LSP – Leisure Services Profiler

Who is it for?

Front of house employees, bar staff, waiting staff, kitchen assistants and others in the hospitality industry

About the questionnaire

The LSP is a self-report personality questionnaire for use in the hospitality and leisure industry: hotels, restaurants, catering, pubs and clubs. Based on our job analyses across the sector the questionnaire explores the core traits that, in their different ways, lead to above average performance.

In our study with a major national food based pub chain venues that had used the LSP were found to have significantly higher profitability than outlets that used traditional interviews.

Dimensions explored

Confident • Empathetic • Assertive • Proactive • Conventional • Resilient

Benefits and applications

- rapid administration - typically 5 minutes
- suitable for both selection and placement
- competitively priced – no expensive licensing or leasing fees
- demonstrably improves customer satisfaction and profitability

PERSONALITY

LSP – Reports and training

Available outputs

LSP outputs are available for managers, preparation for interviews and feedback for candidates.

LSP Profile

Detailed graphical presentation of interpersonal style, approach to work, proactivity and resilience.

View sample report

LSP Interview Report A full narrative report on each of the six personality traits, a summary of strengths and limitations, and interview questions for detailed exploration of these.

Training requirements

Access to the LSP Profile Chart is restricted to those who have the BPS RQTU Test User - Occupational Personality qualification (formerly Level B) or international equivalent.

The LSP Assessor Report does not require prior training.

Qualified users of other substantive personality questionnaires are eligible to access our free Upgrade programme.

DEVELOPMENT & TEAMS

PAQ – Personal Adaptability Questionnaire

Who is it for?

Managers, professionals, senior administrative and technical staff

About the questionnaire

The PAQ is a self-report questionnaire designed to assist individuals and teams to better understand change and uncertainty, and to develop personal and group strategies to enhance their resilience and adaptability in a constantly changing world and working environment.

The PAQ emphasises the importance of recognising that resilience is derived from a range of behaviours and thinking patterns rather than one single trait.

Dimensions explored

Optimistic • Self-assured • Innovative • Collaborative • Purposeful • Structured • Proactive

Benefits and applications

- rapid administration - typically 25 minutes
- increases likelihood of embracing change
- enhances group collaboration
- can be integrated into any change management programme

DEVELOPMENT & TEAMS

PAQ – Reports and training

Available outputs

PAQ outputs are available for change managers and questionnaire respondents

PAQ Personal Profile

Graphical presentation of approaches to adaptability and resilience.

View sample report

PAQ Personal Report A full narrative report on each of the seven facets of resilience and adaptability.

Training requirements

Access to the PAQ Profile Chart and Report is unrestricted but facilitators would benefit from prior training in behavioural assessment such as BPS RQTU Test User - Personality programme.

DEVELOPMENT & TEAMS

ISP – Influencing Styles Profiler

Who is it for?

Anyone who has to influence others

About the questionnaire

The ISP is a unique questionnaire designed to help people understand how they typically go about influencing and gaining support from others. It also flags up the benefits of considering other styles that may be more appropriate to the situation and the for the individuals that they are trying to influence.

Dimensions explored

Rewarding/Punishing • Assertive persuading • Setting example • Political awareness • Consulting • Empowering • Sharing vision • Being dramatic

Benefits and applications

- quick and easy to administer - no more than 5 minutes
- explores an overlooked pattern of behaviours
- opens up new possibilities for influencing other effectively
- can be used in management development, coaching and performance appraisal

DEVELOPMENT & TEAMS

ISP – Reports and training

Available outputs

ISP outputs are available for line managers, consultants, HR managers and questionnaire respondents

ISP Profile

Graphical presentation of influencing styles deployed

View sample report

ISP Interpretation Guidelines Guidance notes for recipients and facilitators

Training requirements

Access to the ISP Profile Chart and Report is unrestricted.

DEVELOPMENT & TEAMS

CPP – Career Preferences Profiler

Who is it for?

Those exploring career/educational options or career change from school leaver upwards

About the questionnaire

The CPP explores personality preferences and occupational interests. Utilising personality type questions and career code preferences the CPP provides suggestions on a broad range of occupational options at various levels of educational attainment.

Benefits and applications

- quick administration - around 20 minutes
- explores the relationship between personality and occupational preferences
- in a study of over 8,000 respondents a clear relationship was found between CPP and job choice

DEVELOPMENT & TEAMS

CPP – Reports and training

Available outputs

CPP outputs are available for respondents and careers/vocational counsellors

CPP Report and Profile

Full report on career possibilities related to personality and occupational interests

View sample report

CPP Interpretation Guidelines Background information for counsellors/facilitators

Training requirements

Access to the CPP output for personal use is unrestricted.

Access to the full CPP Profile and Report is unrestricted but users will be those with prior experience of personality assessment and/or career counselling.

DEVELOPMENT & TEAMS

PDP – Personal Development Profiler

Who is it for?

Anyone facing change or uncertainty at work

About the questionnaire

Renew - the Personal Development Profiler is possibly unique in its application of CBT principles and practice as a means of helping people to explore how they deal with worries caused by change at work. It recognises that we ALL have styles of thinking that can be unhelpful. Changing these patterns of thinking can be helpful.

Unhelpful thinking is common to us all: PDP is emphatically not a clinical, diagnostic tool but is designed to use CBT insights as a basis for working with normal anxieties and challenges.

Dimensions explored

All-or-nothing • Blaming • Catastrophising • Emotional reasoning • Should or must • Mental filtering • Overgeneralisation • Labelling

Benefits and applications

- quick administration - around 15 minutes
- uniquely explores ways of helping people overcome unhelpful thoughts
- is relevant to both work and outside life
- can be used individually or optimally in teams

DEVELOPMENT & TEAMS

PDP – Reports and training

Available outputs

PDP outputs are available for respondents and facilitators

PDP Report and Developmental Exercises

Graphical display of predominant thinking patterns; exploration of causes and effects; practical activities for overcoming errors in thinking

View sample report

PDP Interpretation Guidelines Background information for facilitators

Training requirements

Access to the PDP output is unrestricted.

Facilitators will be those with prior experience of assessment, development and/or counselling.

DEVELOPMENT & TEAMS

TEP – Team Effectiveness Profiler

Who is it for?

All teams

About the questionnaire

The TEP is a self-report questionnaire specifically designed for use with teams. Unlike many traditional questionnaires that focus on individual styles of working within teams, the TEP is a survey of the current group perceptions of the team.

The 3 TEP domains provide the opportunity for facilitators to explore current individual AND team views of the effectiveness of team leadership; the cohesiveness and attractiveness of the team; and, the energy that the team generates in pursuit of corporate goals.

Dimensions explored

Leadership: Role Clarity, Communication, Decision Making, Resources

Cohesiveness: Collaboration, Conflict Resolution, Trust, Values

Energies: Energy, Positivity, Focus, Locus of Control

Benefits and applications

- quick administration - around 15 minutes
- provides a common language for exploring team performance
- examines individual and group ratings of team effectiveness
- can be used alongside 360 degree feedback
- expert KCP interpretation

DEVELOPMENT & TEAMS

TEP – Reports and training

Available outputs

TEP resources for facilitators

TEP Report

Individual profiles (for facilitator use only), Group Profile and Expert Report

View sample report

TEP Interpretation Guidelines Background information for facilitators

Training requirements

Access to the TEP output is unrestricted.

Facilitators will be those with prior experience of team facilitation.

DEVELOPMENT & TEAMS

TPP – Team Preferences Profiler

Who is it for?

All teams

About the questionnaire

The TPP has been designed to facilitate the development and performance of teams.

Broadly following Belbin's 1970s model, the TPP is an up-to-date questionnaire that profiles the respondent's typical behaviours when working in a team.

Our model uses more accessible terminology and enables individuals and groups to reflect on their own and others' strengths, and how a team can best make use of the talents available.

Dimensions explored

People focus: Organiser, Harmoniser, Networker

Thinking focus: Creator, Critic

Doing focus: Doer, Planner, Driver

Data focus: Technician

Benefits and applications

- quick administration - around 7-8 minutes
- accessible language
- can be used alongside TEP

DEVELOPMENT & TEAMS

TPP – Reports and training

Available outputs

TPP resources for facilitators

TPP Profile

Individual profiles (for facilitator use only), Group Profile and Expert Report

View sample report

TPP Interpretation Guidelines Background information for facilitators

Training requirements

Access to the TPP output is unrestricted.

Facilitators will be those with prior experience of team facilitation.

PERSONALITY & DEVELOPMENT

Ordering and professional advice

Online questionnaires

Explore purchasing options and choose instruments appropriate to your assessment or development needs.

Visit the KCP online shop

Contact KCP

Knight Chapman Psychological Ltd
The Hive
66 High Street
Lewes
BN7 1XG

01273 470052

service@kcpltd.com

www.kcpltd.com

Explore online testing