

# CPSQ

Cambridge  
Personal Styles Questionnaire



## Admissions Testing Service

*Measuring Potential*

## ***CPSQ Admissions Testing Service***

### ***Applicant Report***

### ***Healthcare***

***Report produced:***

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## Introduction to the applicant report

The Cambridge Personal Styles Questionnaire (CPSQ) was developed in collaboration with educational institutions and healthcare professionals. It provides an insight into how people relate to others and how they are likely to approach their work and study: their 'personal styles'.

The 'Applicant Report' is intended to support selection and assessment programmes. Reports are based upon an applicant's responses to the CPSQ, which have been interpreted against several competency domains relevant to successful course completion.

Competency domains reflect values, behaviours and skills found in professional standards, and requirements gathered with higher education.

## Understanding the report

The report provides feedback on seven competency domains. An applicant's overall likelihood to demonstrate a particular competency compared to others is indicated by a colour on the 'competency potential indicator'. The darker the green the better the match between how an applicant has described their personal style and the competency. A weaker match is indicated by light green (number 2), with amber showing the least fit between the self-description and the competency.



## Personal style descriptions

Bullet points describe an applicant's likely style of behaving. Within a particular overall level of potential, an applicant may have specific personal strengths and weaknesses. Green bullet points indicate behaviours that are likely to contribute positively, with amber showing those that are less likely to.

## A few things to keep in mind

- The CPSQ has been designed to encourage frank and accurate responses. However, the accuracy of the report depends upon how an applicant approached answering the questionnaire.
- Applicant responses are a guide to potential, but they cannot provide exact predictions of future performance. There is a degree of error associated with any measurement and other factors, such as support from lecturers and supervisors, will also have an impact on training outcomes.
- It is best practice to compare results from several sources of information when evaluating personal potential.
- Personal styles can change over time and re-assessment is recommended after 12 months.
- The information contained within this report is personal and sensitive and therefore we ask that you maintain its confidentiality and store it securely.
- Please contact the Admissions Testing Service if you have any questions.

**Competency: Caring and compassion**

The applicant's CPSQ responses suggest that he/she:

- Tends to respond quickly and willingly to requests for help.
- Is attentive to the needs of others.
- Is likely to be kind and sensitive to others feelings.
- Is normally patient and tolerant but may occasionally show impatience with difficult people.

**competency potential**

1	2	3	4	5
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**Competency: Person-centered communication**

The applicant's CPSQ responses suggest that he/she:

- Engages with others in a warm and compassionate manner.
- Is comfortable meeting and getting to know strangers.
- Feels reasonably confident when communicating with others.

**competency potential**

1	2	3	4	5
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**Competency: Working well with others**

The applicant's CPSQ responses suggest that he/she:

- Prefers to work collaboratively and feel part of a group.
- Is nearly always happy to compromise with others.
- Will try hard to avoid any conflict.
- Tends not to show frustration with others.

**competency potential**

1	2	3	4	5
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**Competency: Self-management**

The applicant's CPSQ responses suggest that he/she:

- Prefers to achieve to a high standard but is willing to compromise when necessary.
- Works better when set challenging targets.
- Independently starts work on a task straight away.
- Finds it easy to maintain focus on work and persevere until it is finished.
- Characteristically works in a structured way and tends to be highly organised.

**competency potential**

1	2	3	4	5
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**Competency: Safe practice**

The applicant's CPSQ responses suggest that he/she:

- Generally works within set procedures and guidelines.
- Would be as likely as most to admit mistakes and take personal responsibility for actions.
- Is willing to take risks on occasion and does not always fully consider the consequences of actions.

**competency potential**

1	2	3	4	5
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**Competency: Coping with demands**

The applicant's CPSQ responses suggest that he/she:

- Normally feels relaxed about things and tends not to worry excessively.
- Can usually cope with pressure without becoming too stressed.
- Generally has a positive attitude towards coping with problems and change.
- Recovers or bounces back from setbacks as well as most people.

**competency potential**

1	2	3	4	5
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**Competency: Engagement with learning**

The applicant's CPSQ responses suggest that he/she:

- Is similar to most people in their willingness to question and analyse information.
- Is likely to be moderately interested in the theory behind the practice.
- Is as likely as most to come up with creative ideas and solutions to problems.
- May consider different perspectives and possible alternatives.

**competency potential**

1	2	3	4	5
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