



# HOGREFE CONSULTING



**BIP**

- BUSINESS FOCUSED INVENTORY OF PERSONALITY -

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## Personality test | Procedure with specific occupational relevance | Leadership instrument | Test focused on organisations

- ✓ Assess professionally relevant personality traits of your applicants, employees or executives in a systematic and transparent way!
- ✓ 14 domains give information on the personal qualification for occupational success!
- ✓ Make use of a professional assessment tool that has been used successfully over years in selection and development processes across various target groups!



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R. Hossiep & M. Paschen (Project Director: John Rust)



### Main Target

Capturing the occupation-related personality traits of skilled workers, executives and middle to senior managerial levels

### Profesionally Relevant Factors

14 scales, constituting four domains: occupational orientation | occupational behaviour | social competencies | psychological constitution

### Advantages

occupational relevance | scientific foundation | development focused on occupational requirements relevant for professional success | self- and observer rating

### Application

HR-management: personnel selection and placement | training and coaching | feedback processes | career guidance

### Framework

duration: 30 minutes self-report | 10 minutes observer rating | available in paper and electronically [incl. narrative report] |  $N = 581$  respondents from UK working population

### Target group

skilled workers, executives and middle to senior managerial levels | Participants should not be under 20 years old

### Items

self-report: 210 items | observer rating: 42 items | 6-point scale ranging from "completely true" to "completely untrue"

### Languages

Bulgarian\* | Chinese | Croatian\* | Czech | Danish | Dutch | English | French | German | Italian | Polish\* | Portugese\* | Slovak | Spanish | Russian \*only paper-pencil

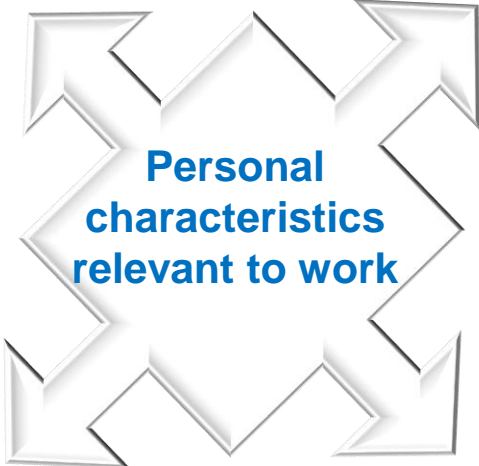


### Occupational Orientation

- Achievement Motivation
- Power Motivation
- Leadership Motivation

### Occupational Behaviour

- Conscientiousness
- Flexibility
- Action Orientation



**Personal  
characteristics  
relevant to work**

### Social Competencies

- Social Sensitivity
- Openness to Contact
- Sociability
- Team Orientation
- Assertiveness

### Psychological Constitution

- Emotional Stability
- Working Under Pressure
- Self-Confidence



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Domain	Scale	Central question for elaborating the scale
Occupational Orientation	Achievement Orientation	To what extent do you demand high performance of yourself?
	Power Motivation	How important is it to you to influence work processes?
	Leadership Motivation	How important is it to you to have leadership opportunities?
Occupational Behaviour	Conscientiousness	What importance do you attach to precision and accuracy?
	Flexibility	To what extent are you comfortable with change?
	Action Orientation	How effective are you at implementing decisions?
Social Competencies	Social Sensitivity	How sensitive are you to the interpersonal dynamics in social situations?
	Openness to Contact	How easy is it for you to initiate social contact and build networks?
	Sociability	How important is it to you to get along with colleagues?
	Team Orientation	How oriented are you to teamwork?
	Assertiveness	How strongly do you express your opinions and push your viewpoints?
Psychological Constitution	Emotional Stability	How emotionally robust are you?
	Working under Pressure	How much strain are you able and willing to take?
	Self-Confidence	How confident are you of yourself?

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Merkelstraße 3  
37085 Göttingen, Germany  
Tel. +49 551 99950 570 · Fax +49 551 99950 561  
consulting@hogrefe.de · www.hogrefe-consulting.com



For information, please contact

Falkenplatz 11      Telephone +41 (0) 31 368 10 10  
CH 3012 Bern      E-Mail      abc@abenco.ch