P.A.P.I.™ 3+

Personality and Preference Inventory Factsheet

When it comes to making selection and development decisions, insight matters

Target	General population.
Measures	Work related personality and preferred style of working.
Assessment format	**Normative measurement:** Participants rate how much they agree with a number of statements. Ratings are made using a 7 point Likert scale, 1 being Strongly Disagree and 7 being Strongly Agree.
Unique features	**Features for reducing acquiescent responding:** ■ **Top tie breaker:** Whenever a respondent rates three statements as Strongly Agree, a 'top tie breaker' is elicited, asking them to select which of the three is "most like them". This serves to deter respondents from rating all questionnaire statements as Strongly Agree. ■ **Scoring innovations:** P.A.P.I. 3+ uses a sophisticated scoring algorithm to partially adjust scores for response style.
Duration	Untimed; suggested completion time is 30 minutes.
Number of items	162 statements.
Assessment languages	Arabic, Belgian (Dutch/Flemish), Belgian (French), Catalan, Chinese (Simplified), Chinese (Traditional), Czech, Danish, Dutch, English (UK), English (US), Estonian, Finnish, French, French (Canadian), German, Hungarian, Indonesian, Italian, Japanese, Korean (South Korea), Norwegian, Polish, Portuguese, Portuguese (Brazilian), Russian, Spanish, Spanish (Latin America), Spanish (Mexican), Swedish, Turkish, Vietnamese.
Norms	Global norms are available at 4 levels: General, Entry level, Professional & Managerial, and Senior Leader & Executive. Country specific norms are available for 20 countries. We can work with clients to create further country or client specific norms.

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Reliability

Test-retest reliability for scales, with a period of 1-2 months between completions (median value): 0.86

Internal consistency reliability for scales (range of median values across 21 languages): 0.66 to 0.92

Validity

Criterion related validity of P.A.P.I. 3+, based on 360 data:

- Median value for scales based on self-ratings: 0.36
- Median value for scales based on reviewer ratings: 0.30 (corrected for inter-rater reliability[1]; uncorrected value = 0.22)
- Construct related validity, based on NEO PI-R data (median value): 0.26

Available reports

A number of reporting options are available for P.A.P.I. 3+:

For trained users	For trained and untrained users	For untrained users or respondents
Wheel report	Sales report	Feedback report
User narrative report	Leadership report	Coaching report
Hypothesis report	Competency based interview guides	Motivators and demotivators report
Job profile interview guide	Competency potential reports	Big 5 report
Dynamic report		Competency prediction report
		Competency fit report

Test platform

Accessible on the TalogyTech platform.

Device criteria

P.A.P.I. 3+ can be completed on any smartphone, tablet, laptop or PC.



1. Correlations corrected for inter-rater reliability using the industry standard correction of 0.52 for supervisor ratings

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