

## Cambridge Personal Styles Questionnaire®

*Supporting values-based selection*

### The Cambridge Personal Styles Questionnaire® (CPSQ)

CPSQ is an online behavioural styles assessment that can be used in healthcare education and careers. It captures essential information on individual styles of working and relating to others, which lie at the heart of values-based working.



### How CPSQ helps you

Assists you in selecting people with the right values:

- Nursing and healthcare environments demand people who have the right personal styles, such as integrity, care and compassion. CPSQ can be used as part of your selection procedures, to help uncover these essential qualities.

Complements your existing selection process:

- The CPSQ Profile Report gives feedback specifically tailored to nursing and healthcare contexts, reinforcing existing selection frameworks.

Assists you in monitoring personal development:

- The results of CPSQ alert you to people's ways of working, which allows you to better guide and monitor their progress.

### Test development backed by research

CPSQ was developed through an extensive four-year trial programme with healthcare organisations, including schools of nursing and medical faculties.

CPSQ is managed by the Admissions Testing Service, a not-for-profit department of the University of Cambridge. We have more than 10 years' experience in developing assessments. Our work is underpinned by robust and rigorous research, development and operational systems.

#### Find out more

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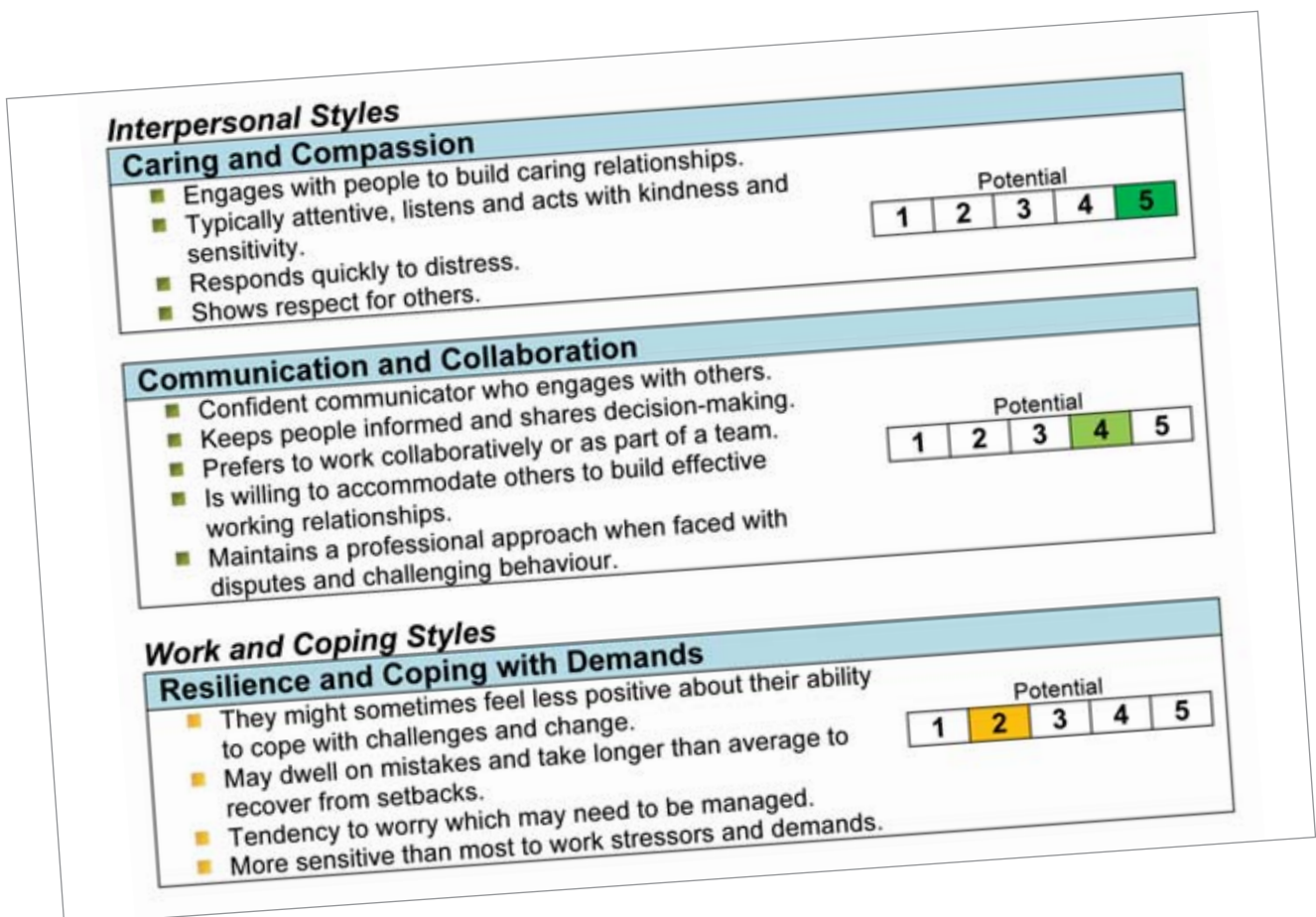
## Convenient online delivery

CPSQ is an online assessment, which takes approximately 20 to 40 minutes to complete. It comprises short questions with rating options.

## Reporting tailored to your needs

The outcome of CPSQ is a Profile Report for each respondent, with a colour-coded 1-page summary. The competencies in the report are based on Nursing and Midwifery Council (NMC) frameworks.

Below is an extract from a report summary appropriate for selection to nursing positions:



We can work with your organisation to ensure the profile report reflects your interests and concerns.

CPSQ can be used within your existing selection cycle – either at interview, or prior to interview – to gain a more holistic, evidence-based insight into applicants and improve the quality of those selected.

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