Cambridge Assessment
Admissions Testing

CPSQ

Cambridge
Personal Styles Questionnaire

Discover the people who will thrive in healthcare roles

Supporting selection, training and continuing professional development

The Cambridge Personal Styles Questionnaire® (CPSQ)

Successful healthcare careers take more than academic qualifications. People who thrive in healthcare professions have many capabilities – from the motivation to help others, to the ability to manage the demands of their profession.

CPSQ has been developed and trialled in collaboration with healthcare organisations, including schools of nursing and medical faculties. By combining their experiences with prevailing research, we have created a reliable way of assessing the values and behaviours needed for success and wellbeing in healthcare careers.

CPSQ results are reported against seven healthcare competencies. This means they can be easily aligned with your existing selection criteria and national healthcare frameworks. Results are available instantly, with clear individual test reports and group reports.

CPSQ is convenient to administer. Candidates can take CPSQ from home or at your own venue, at a time that suits you. All you need is a computer and an internet connection.

Organisations use CPSQ to:

Make decisions fairly

Everyone is asked the same questions, in the same way, and scoring is objective.

Build a complete picture of each person

CPSQ helps you to identify people who will thrive in patient-centred healthcare roles, and support their continuing professional development.

Get insights quickly and accurately

CPSQ combines the convenience of computer-based testing with the reliability and quality you expect from Cambridge Assessment Admissions Testing, part of the University of Cambridge.

It takes only 30 minutes to assess a large range of personal qualities that would otherwise take many hours to uncover.

Using the results

Entrance

CPSQ is used to match people to courses and roles, as part of career planning and selection. For instance, one recommended use is when there is a weak 'fit' between a person's natural styles and one of the CPSQ healthcare competencies – selectors can use our *Healthcare Interview Guide* to ask appropriate follow-up questions.

Training

CPSQ is used to tailor induction and training experiences, from identifying group training requirements to optimising team structures. An understanding of personal styles helps trainers to develop more personalised training and retention programmes.

Progression

CPSQ is used across the career pathway to select, train and retain. Performance and coaching conversations are made easier with our Professional Development Toolkit, which facilitates reflection, goal-setting and action-planning.

Comprehensive customer support and training

We can work with you to identify how CPSQ will fit best with your current selection and training practices. We also provide an e-learning course and customised training to help you get the most out of CPSQ results.

> " We want to admit students based on their aptitude and passion for the courses they apply for. We triangulate CPSQ results with other admissions results to provide a holistic evaluation of candidates. We have found the Cambridge Assessment Admissions Testing team to be professional, helpful and responsive. "

Peggy Leong | *Deputy Director – Academic, School of Health Sciences, Ngee Ann Polytechnic, Singapore*

CPSQ reports results against seven healthcare competency areas

Caring and compassion Puts others first and responds with kindness to distress. Capable of acting with patience and respect, even with the most challenging individuals and patients.

Person-centred communication Engages with others to develop caring relationships.

Working well with others Capable of working effectively with others to deliver care.

Self-management Strives to be excellent by being proactive, determined and ordered in their approach to work.

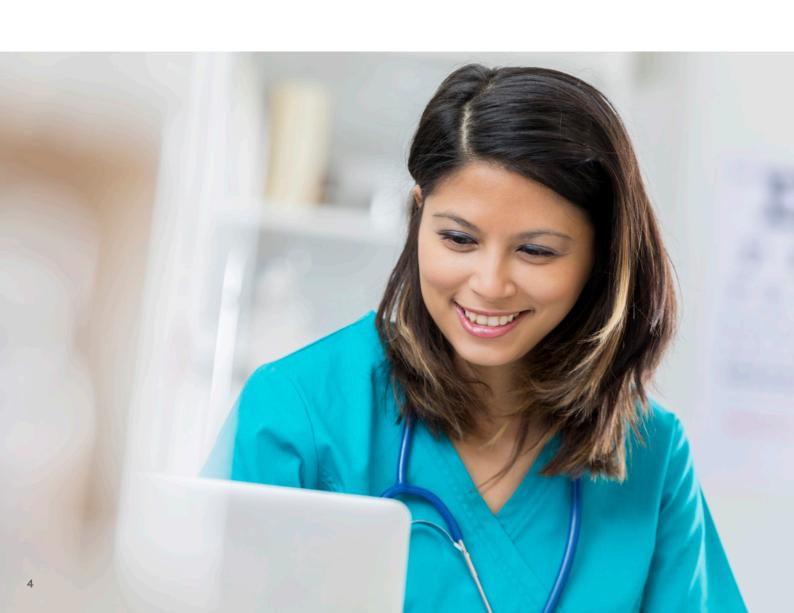**Safe practice** Follows guidelines and rules, but also possesses a strong sense of social responsibility. Alert to risk and safety issues, they will let others know if standards are not being met.

Engagement with learning Keen to develop understanding and uses thinking styles that encourage learning.

Coping with demands Resilient when faced with difficulties and uncertainty, and can cope effectively with stressful situations, enabling them to consistently deliver care.

Individual report

Receive clear, detailed reports for individuals.

Competency: Caring and compassion

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

competency potential

- 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.

1	2	3	4	5

Competency: Person-centred communication

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

competency potential

- Engages with others in a warm and compassionate manner.
- Is happy to meet and finds it easy to get to know strangers.
- Feels confident in communicating with a wide range of people.

1	2	3	4	5

Competency: Working well with others

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

competency potential

- 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.

1	2	3	4	5

Competency: Self-management

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

competency potential

- Prefers to achieve to a high standard but is willing to compromise when necessary.
- Works better when set challenging targets.
- Tends to start work straight away but may occasionally delay, perhaps when a task is routine or boring.
- Generally focuses on work and finishes things once started.
- Normally tries to work in a structured and organised manner.

1	2	3	4	5

Competency: Safe practice

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

competency potential

- Makes every effort to keep within guidelines and required procedures.
- Has a strong sense of right and wrong and will take personal responsibility for his/her actions and admit mistakes.
- Has a balanced attitude to risk and will generally think about the consequences of an action before doing it.

1	2	3	4	5

Competency: Coping with demands

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

competency potential

- Has a tendency to worry about things.
- Could be more sensitive to work pressures than most students.
- May find it challenging to remain positive in the face of problems and change.
- Might take some time to recover or 'bounce back' from setbacks.

1	2	3	4	5

Competency: Engagement with learning

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

competency potential

- Is highly likely to question and analyse information.
- Is likely to want to understand the theory behind practice.
- May be able to come up with creative ideas and solutions to problems.
- Likes to look at things from different perspectives and consider possible alternatives.

1	2	3	4	5

Group reports

Compare the performance of multiple individuals or an entire group.

CPSQ Group Report

Totals (33 candidates)

Competency	Caring and compassion	Person-centred communication	Coping	Working well with others	Self-management	Safe practice	Engagement with learning
Score band 2	1	4	1	2	1	2	7
Score band 3	15	18	7	17	7	9	11
Score band 4	16	8	22	11	20	17	14
Score band 5	1	3	3	3	5	5	1

Percentages

Competency	Caring and compassion	Person-centred communication	Coping	Working well with others	Self-management	Safe practice	Engagement with learning
Score band 2	3.03%	12.12%	3.03%	6.06%	3.03%	6.06%	21.21%
Score band 3	45.45%	54.55%	21.21%	51.52%	21.21%	27.27%	33.33%
Score band 4	48.48%	24.24%	66.67%	33.33%	60.61%	51.52%	42.42%
Score band 5	3.03%	9.09%	9.09%	9.09%	15.15%	15.15%	3.03%

Case study

City University London's School of Health Sciences uses CPSQ as part of their selection processes for undergraduate degree courses in Nursing, Midwifery and Radiography.

We spoke to Matthew Such, Chief Operating Officer – School of Health Sciences, to find out more about their experiences.

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What did you want to achieve by introducing CPSQ?

We wanted to enhance our existing recruitment process to ensure we produced high-quality graduates with the academic ability, behaviour and values to meet the needs of Health Education England.

Why did you choose to work with Cambridge Assessment Admissions Testing?

We invited Cambridge Assessment Admissions Testing to discuss the tool with academic staff and we invited staff to take the questionnaire themselves. This helped to give confidence, as staff agreed with their profile results.

What findings have you made from using CPSQ?

CPSQ has high internal consistency and test–retest reliability. Our early evidence indicated close alignment with test results and interviewers' assessments of applicants, and now we often use it to verify and add another perspective to interview findings. From exploratory studies we found that particular competencies and personal styles were associated with positive course outcomes.

How have you incorporated CPSQ into your selection process?

We will always use the CPSQ in conjunction with literacy and numeracy tests, the personal statement and an interview. In this way, we will build a broad cognitive/non-cognitive picture of the applicant on which to make our decision.

> 66 We found that particular competencies and personal styles were associated with positive course outcomes. 99

Matthew Such | *Chief Operating Officer – School of Health Sciences, City University London, UK*

We are Cambridge Assessment Admissions Testing, part of the University of Cambridge. Our tests provide a measure of skills and aptitude to help you make informed decisions.

We believe everyone should have a fair opportunity to prove they have what it takes, and you should have the right tools and information to find the people who will thrive.

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