

## *General Personality Type Tests*

### **Personality Type Tests – Why do Human Resources use them?**

Personality type tests are an attempt to compare various character traits. However, it is not possible to use a single factor to measure personalities. Therefore, these tests are regularly not designed objectively, and are subject to the interpretations of the persons responsible for their assessment which is also the case with classic interviews. Why are these tests then still being used to assist human resources? Especially when selecting junior executives, decisions are being made with the help of certain psychological criteria. The new employees should not only be able to work to a very high standard, but also have a personality which works well with the team and the company. It's therefore understandable that companies such as Deutsche Post AG, Deutsche Bahn AG and Deutsche Lufthansa, for example, use the Assessment Centre method for the selection of personnel. It is also about filtering out personal strengths and weaknesses as well as offering suitable development opportunities. However, decision makers use this aid for better appraisal of new candidates. There are various personality type tests used by companies for you to try in order to be prepared for this kind of situation. The most well-known tests are for example the BIP test, the B5T personality type test, the MBTI, the Reiss Profile and the DISC model. Many of the aforementioned tests are also available for you to try for free.

Further information and sources

<https://karrierebibel.de/psychotest-uebersicht/>

<https://www.soft-skills.com/persoenlichkeitsmodelle-persoenlichkeitstests/>

### **BIP Test – Bochum Business-Focussed Inventory of Personality**

The Business-Focussed Inventory of Personality test was already developed in the 1990s as a collaboration of businesses and the Ruhr University of Bochum's Psychology Faculty. The BIP aims to detect those traits of a personality which are useful for the relevant job. It measures 17 personality characteristics which belong to 4 personality groups. Nevertheless, additional observations, information and conversations should always be used to complement the test. Alongside the Big Five, the BIP test is a worthwhile addition to checking realistic, business-relevant personality traits. It is, however, only available commercially.

Further information and sources:

<http://www.typentest.de/blog/2015/02/das-bochumer-inventar-zur-berufsbezogenen-personlichkeitsbeschreibung-bip/>

<http://www.persoentlichkeitstest.org/anbieter/bip.php>

### **Big Five – B5T Personality Test**

Since 2010 the B5T from Dr. Lars Satow has counted among the most frequently-applied psychological personality tests in the German-speaking region. The test summarises the five basic personality dimensions as well as the three basic motivations: “The need for recognition and achievement”, “the need for influence and power” and “the need for security and peace”. The five dimensions are openness, conscientiousness, extraversion, agreeableness and neuroticism – also known as the OCEAN test. In addition there is also a control scale which validates the “honesty of answers to questions”. The B5T is designed for self assessment and assessment of others and offers the opportunity to bring different characters out in a team. The test is also designed for the selection of leadership roles, as it exposes emotional resilience and openness to risk.

You can try this free version of the B5T test yourself:

<https://www.psychomeda.de/online-tests/persoentlichkeitstest.html>

Further information and sources:

<https://www.drSATOW.de/tests/persoentlichkeitstest/>

<https://karierebibel.de/big-five/>

### **MBTI- Test – Myers Briggs Test**

The MBTI analyses the personality of the test subject and matches it to one of 16 personality types. It was conceived and published in 1962. Since then there has hardly been any further development. The test is not supposed to reduce test subjects to establishing certain personality traits, instead it only shows preferences. The test is based on the assumption that human behaviour is classifiable and explainable on the basis of patterns. The model is based on eight juxtaposed functions of human behaviour: Extraversion vs. introversion, thinking vs. feeling, sensitivity vs. intuition, judgement vs. perception. The test subjects are classified into certain types, which can lead to inaccuracies. However, the test is useful for classifying members of a team, for example.

A good quality, easy to understand test in various languages:

<https://www.16personalities.com/de>

Free MBTI Test in English:

[http://www.personalitypathways.com/type\\_inventory.html](http://www.personalitypathways.com/type_inventory.html)

Additional free (shortened) Type test based on the MBTI test (with a Big Five background)

<http://www.typentest.de/>

Further information and sources:

<http://www.persoenlichkeitstest.org/anbieter/mbti.php>

<https://karrierebibel.de/myers-briggs-test/>

### **Reiss Profile – Who am I?**

The Reiss Profile measures the “individual human motivation”. The test does this by gathering 16 life motives in 128 questions. Big corporate groups such as RWE, Deutsche Telekom and Rewe use or used to use the Reiss Profile. The test was developed in the 90s by US psychologist Steven Reiss. The test is designed to be helpful when planning career steps and optimise the division of tasks. The test’s validity however is regularly questioned, as the life motives rather seem arbitrarily chosen and appear as well-formulated terms that you can easily identify with.

A free version to try out (Reiss Profile short test):

[https://www.randomhouse.de/content/attachment/webarticle/7\\_lothar\\_seiwert\\_reissprofile\\_4062\\_8.pdf](https://www.randomhouse.de/content/attachment/webarticle/7_lothar_seiwert_reissprofile_4062_8.pdf)

Further information and sources:

<https://reiss-profile.de/#start>

[http://www.persoenlichkeitstest.org/anbieter/reiss\\_profile.php](http://www.persoenlichkeitstest.org/anbieter/reiss_profile.php)

<https://www.wirtschaftspsychologie-aktuell.de/aerger/aerger-20131015-baerbel-schwertfeger-das-test-desaster-astrologie-statt-wissenschaft.html>



## DISC Model – Personality Test and Potential Analysis

The acronym DISC stands for Dominance, Influence, Steadiness and Conscientiousness. The DISC model is designed to recognise “mixed types” with various tests. Thus, it is intended to serve as a complementary tool to the other personality type tests. It is important to know this is a situational judgement test. It is limited in its informative value and should not be used as the sole process by which applicants are chosen. It works well as a quick analysis of the other person, but is not good for a deep analysis.

Free B5T with DISC analysis:

<https://www.psychomeda.de/online-tests/persoenlichkeitstest.html>

Further information and sources:

<http://www.management-circle.de/blog/das-disg-modell/>

<http://www.persoenlichkeitstest.org/anbieter/disg.php>

<http://www.disg-modell.de/ueber-disg/einfuehrung/>

**Do you still have questions?**

**We are happy to provide personal advice**

**<http://www.uni-due.de/abz/career.php>**

**Good luck with your application!**