

TD-12 Personality Risk Assessment

Suitable for

- Any job where CWB* must be avoided
- Managers and Senior Managers
- Assessing compliance and resilience

Applications

- Selection screening
- People Development

Test format

- Online
- 144 questions
- Approx 20 minutes

Overview

The TD-12 is a self-report questionnaire that screens job applicants for 12 personality characteristics that have been linked with a range of counterproductive work behaviours* (CWB). This unique insight increases the chance of organizations identifying 'risky' hires.

Based on research into personality disorders, the TD-12 investigates traits not covered by standard personality questionnaires. These traits are related to key workplace issues such as compliance, integrity, interpersonal relations, productivity, and stress tolerance.

Except for the CORE report, training is required to use the TD-12.

Use

Screening applicants to jobs with clear risks for an organisation, its employees or its clients. Example jobs include those with:

- Access to money, confidential information or dangerous materials
- Access to vulnerable people (e.g. children, the sick, elderly people)
- High physical safety risks
- A need for high levels of integrity and self-control
- A need for reliable, predictable judgement under pressure
- A need for high levels of stress coping

Measures

12 Dysfunctional Personality Dimensions

- Detached
- Suspicious
- Resistant
- Antisocial
- Cautious
- Dependent
- Perfectionistic
- Unstable
- Anxious
- Theatrical
- Egoistic
- Eccentric

4 inbuilt response style indicators (RSIs) help identify attempts to manipulate or fake responses to the questionnaire.

Reports

Insight report: Full profile, trait descriptions, sample responses, RSIs

Profile report: Trait profile chart and RSIs

CORE report: Compliance and Resilience scales, RSIs

Psychometrics

The Chinese version of the TD-12 has very strong psychometric properties in selection contexts. Scales approximate normal distributions and scale reliabilities are at or above standard. Studies in China against normal personality and mental health questionnaires, and other outcomes, so far support the TD-12's construct validity and its suitability for use in applicant screening. Full details are available in the Technical Manual.

How it looks

