



the Bridge
personality

Candidate Manual

Online administration

About The Bridge Personality

This manual is constructed to provide you with some background information about The Bridge Personality. Reading this manual can help you when you fill out the questionnaire. The questionnaire focuses on behavioural preferences and personality in your work situation. TestGroup Consulting has done extensive scientific research on The Bridge Personality. The result of this research is a questionnaire which is a very reliable indicator of work behaviour and personality.

The Bridge Personality can help you to:

- Understand your work behaviour. What are your preferences and what do you dislike?
- Have more insight into your competencies. Consequently you can judge in a better way which job will suit you.
- Estimate which organization culture fits with your preferences.
- Be aware of the effect of your personality on your work behaviour.

Organizations use The Bridge Personality to:

- Gain insight into the work behaviour and personality of job-applicants or employees.
- Decide on which place or in which function in the organization a person fits best.
- Decide how and in which area employees or job-applicants in the future can be developed.

Completing The Bridge Personality


The questionnaire contains statements regarding your preferences, needs and personality. The questionnaire contains 40 screens with 6 statements each. You can answer these questions on a nine point scale. The scale varies from 'very strongly disagree' to 'very strongly agree'.

You need to answer each statement before you go to the next screen. If you give the same answer to two or more statements, these statements will be presented again. You will be asked to indicate which statement applies to you the most and which statement applies to you the least.

Example:

Please indicate the level to which you agree with the following statements ?

	Very strongly disagree	Strongly disagree	Disagree	Slightly disagree	Unclear	Slightly agree	Agree	Strongly agree	Very strongly agree
I am good at convincing others of my opinion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
If I get feedback, I do not do much with it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
People think that I am enterprising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can cope well with stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a creative style of working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
People think I am compliant	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Next 

In the above example, the candidate:

- agrees very strongly with statements 1, 5 and 6
- agrees strongly with statement 2
- agrees a little with statement 3
- disagrees a little with statement 4


Because the candidate has given the same score on three of the six statements, these three statements will be re-presented.

The candidate will be asked to indicate which statement suits him or her the most and which statement suits him or her the least.

Example:

Please indicate which statement is most and least applicable to you ?

	Most	Least
I am good at convincing others of my opinion	<input type="radio"/>	<input checked="" type="radio"/>
I have a creative style of working	<input checked="" type="radio"/>	<input type="radio"/>
People think I am compliant	<input type="radio"/>	<input type="radio"/>
I like selling	<input type="radio"/>	<input type="radio"/>

Next 

In the example is statement:

- 1 the least applicable to the respondent.
- 2 is the most applicable to the respondent.

How to fill out The Bridge Personality?

- Read every statement carefully.
- Try to answer from a work perspective as much as possible.
- Please fill out the questionnaire honestly, there are no good or wrong answers.
- It is important that you will fill out the test alone and in a quiet surrounding.
- Indicate to what extent you agree or disagree with each statement. After that, indicate which statement suits you the most and which suits you the least.
- Some statements seem very similar to other statements you have answered previously. In reality there is a difference.
- If you want to change your answer, click on the button corresponding to your new answer.
- Once you click the 'Next' button, you cannot go back to change your answer.
- Is your internet disconnected and are you experiencing difficulties logging in again? Please contact support@testgroup.eu for help.
- Turn off the 'Pop Up Blocker' of your computer. The internet platform works with 'Pop Ups'. This is done on purpose and provides optimal reliable test results. Therefore, to use the test platform you have to make sure that you turn off the 'Pop Up Blocker' of your computer. If you need any assistance please send an e-mail to support@testgroup.eu