



CPSQ
Cambridge
Personal Styles Questionnaire

The University of Cambridge's online psychometric assessment, Cambridge Personal Styles Questionnaire® (CPSQ), helps organisations identify people's values and behaviours. It focuses on how people approach tasks and interact with others: their personal styles.

Developed by experts in Cambridge, CPSQ provides a standardised approach to assessing people's non-cognitive skills.

The system includes interactive reporting that focusses on positive points, areas for development and other notable observations ('neutral points').

CPSQ typically requires 20–30 minutes for assessment completion. For high school students, the assessment can be taken in grades 9, 10, 11, and 12 for diagnostic purposes.





## **CPSQ** for Teachers

CPSQ for teachers focusses on behaviours relevant to the teaching profession that aims to understand what makes teachers remain in their career, helping to improve teacher retention and success in the longer term.

CPSQ for teachers identifies values and behaviours that are at the heart of successful study and a future career in teaching. It enhances teacher training programs by understanding the teachers/trainees' personal styles of behaving.

CPSQ for teachers measures against the following areas: <u>coping with demands/building resilience</u>, <u>caring and compassion</u>, <u>person-centred communication</u>, <u>working well with others</u>, <u>self-management</u>, and <u>engagement with learning</u>.

Cambridge has published a <u>case study</u> that covers the University's work on CPSQ, as well as a recent <u>podcast</u> to talk about how a teacher training program is adapting during Covid-19.

## **CPSQ** for Schools

CPSQ for schools is used to support directing resources towards areas that would contribute to school exam performance. It also captures essential information on the personal styles of behaving which lie at the heart of successful university study and careers.

CPSQ for schools assesses five styles of behaviours in the students:

- 1. Thinking style measuring intellectual curiosity and open thinking
- 2. Study style measuring motivation to achieve and self-management
- 3. Coping style measuring resilience and adaptability to demands
- 4. Interpersonal style measuring social confidence and working with others
- 5. Social style measuring responsibility and risk taking

CPSQ for schools can be taken by students between the ages of 15 and above to help diagnose changes in behaviors andt skills. It is recommended this assessment is taken yearly beginning in grade 9.

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