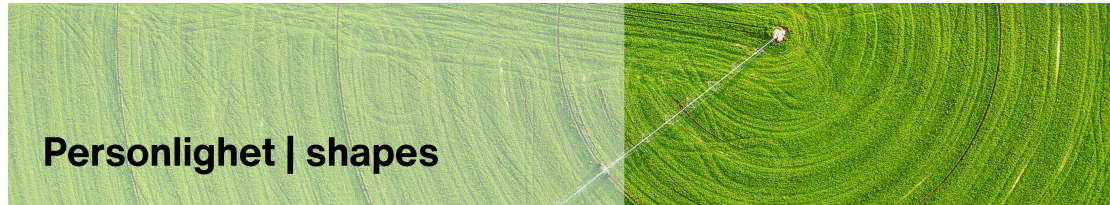


## Personality assessment with shapes

Sarah Kippernes - 2023-02-13 - [Assessment tools](#)



### About shapes

The Shapes battery consists of three personality assessments developed to assess work-related behaviour. These are shapes (management), shapes (basic) and shapes (sales).

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## shapes (management)

*Time: 15-20 minutes*

shapes (management) is an adaptive assessment with a patented scoring mechanism. It measures 18 personality dimensions, and can be used to map 18 work-related competencies in the [shapes \(management\) - competency model](#).

The personality assessment is suitable for job roles that may be complex, require higher education, or have a certain degree of managerial responsibility. The results from the questionnaire can be linked to a job description in snap-it.

## shapes (basic)

*Time: 10 minutes*

shapes (basic) does not require any kind of professional experience, and is designed in such a way that anyone can answer the questionnaire. The assessment is centered around competencies and values which do not take leadership behaviour into account. For this reason, shapes (basic) is particularly well suited for selection of low-level applicants, such as applicants for job roles within customer service.

The results from the questionnaire can be linked to a job description in snap-it.

## **shapes (sales)**

*Time: 20 minutes*

Shapes (sales) is an assessment that has been specifically developed for pure sales roles. The assessment is based on a model that combines personality and motivational psychology, and which consists of a total of 24 dimensions. These 24 dimensions are divided into four categories that are essential to most sales roles: Social relationships, work process, personal style and motivation.

The results from shapes (sales) can be used for both selection and development purposes.

## **Related Content**

- [Reports for shapes](#)
- [The consistency scale on tests](#)