

# CPI 260<sup>®</sup> instrument

*a clear view of potential*

## **A highly effective tool to understand and predict behaviour**

Building on the exceptional history, validity and reliability of the California Psychological Inventory<sup>®</sup> (CPI<sup>®</sup>) instrument, the CPI 260<sup>®</sup> assessment opens a new window into understanding behaviour.

CPI 260

## What is the CPI 260 instrument?

The CPI 260 questionnaire is a sophisticated personality instrument that is particularly powerful for senior leadership development and selection. Accurate and objective, the questionnaire provides an in-depth measure of professional and personal styles and offers a vibrant portrait of the individual as seen through the eyes of others.

The credibility and impact of the tool at this level stems from:

- The absence of obvious transparency between the questions in the instrument and the interpretation of the results: this makes it very difficult for respondents to manipulate their answers, while the outputs remain well validated and comprehensive
- The original objective of the author in creating the questionnaire: he wanted to assess how people are likely to be seen by others, thus increasing self-awareness
- This insight allows practitioners to work with senior leadership to facilitate their development and to inspire a motivation to change

## How does this tool improve my work?

Practitioners appreciate the straightforward administration of this powerful tool and the reliable and valid foundation of its interpretation, which is based on extensive research.

Executives, professionals and graduates value the well organised, highly intuitive reports that use the clear language of a professional peer, making the results of the assessment easily accessible.



## Who is the tool suitable for?

Anyone involved in executive recruitment, selection and development.

## How do I get started?

You'll need to complete the following qualification:

- CPI 260 Qualifying Programme

## How can I use the instrument?

This tool works best in:

- Executive selection
- Leadership development
- Line manager coaching
- Executive coaching
- Performance improvement

## What are the benefits for me and my organisation?

- Candidates find the reports used in the feedback process enlightening and the computer-generated reports (Client Feedback Report and Coaching Report for Leaders) user friendly and accessible
- The instrument is relevant to a range of different job roles, helping to reduce selection errors
- It is very difficult to fake, even by test-sophisticated clients

## What formats are available?

The questionnaire is only available through OPPassessment - the online system for administering and scoring OPP's portfolio of instruments. It offers a fast, easy and secure way to complete and analyse candidate responses, and to produce professional reports.

## Expert reports

Sample reports are available from our website at [www.opp.eu.com/samples](http://www.opp.eu.com/samples).

### CPI 260 Client Feedback Report

This nine-page report provides graphical representation of the respondent's scores from the CPI 260 questionnaire.

The report is structured around five key areas: Dealing with others, Self-management, Motivations and thinking style, Personal characteristics and Work-related measures. Qualified practitioners can also use the report to aid their own interpretation of the results in preparation for a feedback session with the respondent.

### What does the CPI 260 instrument assess?

This tool measures personality using 26 scales grouped into five broad categories:

- Dealing with others
- Self-management
- Motivations and thinking style
- Personal characteristics
- Work-related measures

*Additional insight is gained from one state and two trait scales:*

**Interpersonal Approach**  
*(Orientation Toward Others)*

**Intrapersonal Values**  
*(Orientation Toward Societal Values)*

**Level of Satisfaction**  
*(Orientation Toward Self)*



## CPI 260 Coaching Report for Leaders

This 17-page report affords qualified practitioners an insight into their respondent's strengths and development needs in 18 areas of leadership, and provides advice on planning for the next steps.

This is a fully narrative report – there are no scores in this report. It is designed to help the respondent understand their preferences, attitudes and behaviours in the key areas of management and leadership and, more specifically, in comparison with other successful individuals.

### How can I buy?

To start using OPPassessment – which offers no set-up fee or annual license fee - email [enquiry@opp.eu.com](mailto:enquiry@opp.eu.com) or phone our Customer Service team on 0845 603 9958.

For any enquiry about training programmes, products and services visit our website at [www.opp.eu.com](http://www.opp.eu.com) or contact our Customer Service team at [enquiry@opp.eu.com](mailto:enquiry@opp.eu.com) or 0845 603 9958.