

Psychometric Assessment Solutions

Complete Solutions for Human Capital

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About TopFloor Limited

Everything we do is designed to develop people and organisations. We exist to facilitate the actualization of individual and corporate goals through the provision of customised human capital solutions. W e

Our Value Addition

Outsourcing	Consulting	Recruitment	Development
• Employer of Record • Payroll Outsourcing • Administration Outsourcing	• HR Policy Audit • HR Compliance • Job Evaluation • Salary & Benefit Surveys • HR Strategy Support Session • Union Negotiations	• End to End Recruitment • Head Hunting • Shortlisting Service • Psychometric Assessments	• Team Building • Soft Skill Training • Technical Training • Energizer Sessions • Coaching Services • Psychometric Assessments

Our Tools / Methods

TopFloor Limited offers tailored psychometric assessments to support smarter recruitment, team alignment and personal development. From cognitive ability to personality profiling, our tools help uncover potential, predict performance, and foster growth. Let data-driven insights guide your next HR decision.

We use the following validated psychometric tools to assess candidates and ensure they align with the role and your organisational culture

Cognitive Assessment

General Aptitude Mobile Evaluation (GAME) – *5-6 minutes*

Mobile-first, game-based assessment of cognitive aptitude.

Can someone do the job, through a quick and fun game?

- **Common Use:** Used for a variety of entry to high level roles. Because it is short and makes for an engaging candidate experience, it is often placed at the start of the hiring process.
- **Notes:** Works on both mobile devices and desktops. It is an adaptive test, meaning that it adapts to the test taker's level. This makes the test difficulty appropriate for all levels.
- **Example Positions:** Cashiers, Project Managers, Financial Analysts

Reasoning Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
Job-seekers, employees and students	English, French German, Dutch, Spanish, and Portuguese	42 questions (full version) and 21 questions (short version)	35 minutes (full version) and 20 minutes (short version)

The Reasoning Test-R evaluates cognitive abilities like logical thinking, numerical analysis, verbal communication that is required to perform in a professional environment. It is particularly useful for roles requiring good analytical skills or in a complex work environment.
There is a strong correlation between performance and IQ. However, other factors such as personality, interests, and emotional intelligence should also be considered for a more comprehensive evaluation of an individual's potential.

General Analytical Aptitude Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
Executives, managers, young graduates, students of premier schools.	French and English	30 questions (short version 16 questions)	40 minutes (short version 20 min)

The GAAT (General Analytical Aptitude Test) critical reasoning test allows you to have an overview of a person's cognitive abilities such as: skill to communicate effectively, ease of solving problems, analysing arguments and making objective decisions.
The GAAT (General Analytical Aptitude Test) questionnaire is based on scenarios close to the professional environment and measures 4 specific skills: evaluation of arguments, critical analysis, deductive reasoning and inductive reasoning.

SMART Reasoning Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
Students, entry to mid-level employees, management and technical positions	English, French, Spanish	14 questions (Verbal) 16 questions (Logical) 12 questions (Numerical)	7 minutes (Verbal) 12 minutes (Logical) 18 minutes (Numerical)

SMART is a new adaptive module of reasoning tests designed to measure an individual's specific reasoning skills useful in problem-solving, learning and decision-making.
Unlike a traditional test, an adaptive assessment will adapt the difficulty level of the questions presented to the test-taker according to how they answered the previous questions.
SMART is composed of a series of verbal, numerical and logical tests that determine how well an individual performs tasks related to a specific aspect of intellectual ability.

Emotional Intelligence Assessments

Emotify – *Approximately 20 minutes*

An ability-based assessment that measures Emotional Intelligence (EI) by assessing an individual's ability to accurately perceive, understand and manage emotions.

Can someone perceive emotions and and understand emotional information appropriately? Can they manage their own and others' emotions effectively?

- **Common Use:** Ideal for roles that require self-awareness and empathy, or where interpersonal interaction is a job requirement.
- **Notes:** Features three brief game-based assessments, providing a positive and engaging candidate experience. The score report includes dynamic interview questions to aid in the hiring process.
- **Example Positions:** Leadership roles, Customer Service, Human Resources, Healthcare, and Sales

Emotion 2.1 Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
All profiles	English, French, German, Spanish, Chinese, Arabic, Dutch and Hindi	100 questions	12-15 minutes

EMOTION 2.1 measures candidates' and employees' ability to understand their own emotions and their capacity to establish harmonious working relationships with others. The test provides a reliable score for an individual's interpersonal and intrapersonal competencies by assessing 15 specific factors related to emotional intelligence.

STRESS Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
All profiles	French, English and Spanish	55 questions	20 minutes

Stress affects around one in three employees and is the source of many workplace ills such as absenteeism, counter-productive behaviour, demotivation, staff turnover and can lead to burn-out.

The e-Stress Profile helps you to improve the well-being of your employees through a reliable diagnosis of stress factors directly linked to the work context, responsibilities and working relationships.

Risk Assessments

Workplace Productivity Profile (WPP) – *50 prompts, approximately 7 minutes*

Behavioral risk assessment used to help predict whether a person will be a conscientious, productive, and reliable employee.

Is someone likely to follow the rules?

- **Common Use:** Entry to mid-level roles where rule following is very important.
- **Notes:** Should not be used for high level roles that require critical thinking or management. Scoring: High, Medium, Low – both High and Medium are good scores. Scoring invalid is not a good thing on this test, and should be likened to scoring "Low."
- **Example Positions:** Interns, Cashiers, Delivery Drivers, In-Home Healthcare Providers

ETIX Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
Employees of all levels and students	English, French, Spanish, Arabic, Russian, Hindi, and Nepali	74 questions	10-12 minutes

ETIX is a groundbreaking assessment designed to evaluate the likelihood of individuals engaging in counterproductive work behaviour.
A modern tool created to meet the current needs of organisations, it covers six behaviours relevant to today's work environment, including discrimination, harassment, and lying. By distinguishing between a person's attitudes towards themselves and other people, ETIX reveals not only if a person might participate in counterproductive work behaviour but also if they might enable it in others.
This assessment empowers organisations to protect themselves from risk, build constructive development programmes, and create a positive company culture.

Interests & Motivations

Motivation+ Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
Executives, employees and young graduates	French, English, Spanish, German	40 questions (MOTIVATION) & 41 questions (MOTIVATION+)	12 minutes (MOTIVATION) & 15 minutes (MOTIVATION+)

MOTIVATION+ is an assessment specially designed to help you understand what are the "drivers" that propel a person's energy at work and contribute to their engagement.
The test is based on the "Munster Work Value Measure" model, according to which an individual's behaviours, choices and attitudes are influenced by their values and motivations.

The test is available in two versions: **MOTIVATION** evaluating the 15 factors of motivation, and **MOTIVATION+** also indicating the degree of satisfaction on each factor evaluated.

Vocation Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
All profiles	English, French, German, Dutch, Greek, and Arabic	60 questions based on real-life scenarios	8 minutes

VOCATION is the newest career assessment based on the RIASEC model. It measures 12 interest domains and matches the individual's profile with 138 occupations, pinpointing the most suitable profession that aligns with their personality.
Monitoring the social desirability, the assessment offers excellent reliability and is culturally adapted in order to ensure that the questionnaire is interpreted objectively without a bias against gender and age.
VOCATION is designed to be used in a wide spectrum of career guidance activities. It helps candidates choose an occupation, plan their career, and grow as professionals in the workplace.
The report provides a constructive analysis, helping the evaluator to initiate a meaningful dialogue with the candidate, understand their vocational interests, and match their profile with suitable career options.

Personality Assessments

Illustrait – *number of questions varies depending on competencies assessed, approximately 5-10 mins.*

Hyper-targeted, job-relevant assessment of the specific competencies required for successful performance in a role.

Does someone have the behavioral traits and competencies to succeed in a role?

- **Common Use:** all roles, particularly those with specific requirements
- **Notes:** Illustrait gives you a highly flexible way to assess the specific behavioral traits and competencies that predict successful performance in any job, including those with unique requirements.
- Our platform can recommend the relevant Illustrait competencies for over 900 O*NET jobs, or you can choose from our extensive library of 38 individual competencies.
- Candidates only complete questions related to the selected competencies, making the assessment brief, hyper-targeted and highly job-relevant. The score report outlines their competency potential for a specific role and outlines the behaviors you can expect the candidate to display in terms of each competency.
- You can also choose to receive a general Work Styles report for each candidate, which gives you a broad, universally applicable overview of the candidate's traits and how they express themselves at work, which is particularly useful when onboarding a successful hire.

Employee Personality Profile (EPP) – *140 prompts, approximately 10 minutes*

General personality assessment that measures twelve personality traits that provide insight into a person's work style and how they are likely to interact with co-workers, management, and customers.

Will someone be comfortable in a role?

- **Common Use:** It's our most versatile personality test and can be applied to all types of roles.
- **Notes:** Looks at 12 personality traits and matches candidates to 12 job families. It is best to think of these as families or profiles, instead of specific job titles. Includes recommended interview questions to aid in the hiring process. Do not pair with the Customer Service Aptitude Profile (CSAP) or the Sales Achievement Predictor (SalesAP), as the information will be redundant.
- The "Sales" profile on the EPP is geared toward a more consultative sale, that entails relationship building and follow-ups. For a more transactional sales role like retail or cold calling, see the Sales Achievement Predictor.
- In addition to the traditional score report, the EPP generates the Workplace Insights report, a unique score report that you can choose to share with candidates. It identifies a candidate's strengths and areas for development, incentivizing candidates to complete testing and creating a brand-positive experience.

Criteria Personality Inventory (CPI) – *100 prompts, approximately 10 minutes*

Broad personality test that looks at key characteristics based on the Big Five.

Big five personality assessment

- **Common Use:** Appropriate for all types of positions.
- **Notes:** If no Big Five experience, we recommend using the EPP instead for more context. Ideal when the reader of the report has a good understanding of the Big Five, as this assessment does not provide job matches.

Central Test Personality Inventory-R (CTPI-R) Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
Executives, managers, and aspiring managers	English, French, Spanish, German, Dutch, Arabic, Portuguese, and Turkish	114 questions	20-25 minutes

Central Test Personality Inventory-R (CTPI-R) is specifically designed to help you evaluate the managerial potential, behavioural competencies, and leadership skills of managers and CEOs. CTPI-R analyses 19 personality traits of good managers to give a complete profile of how your leaders think, act, and react to different situations.

Entrepreneur Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
Entrepreneurs and project leaders	English, French, and Arabic	85 questions	10-12 minutes

The Entrepreneur Test identifies the necessary skills and entrepreneurial characteristics needed to start a new venture. The assessment analyses 14 key dimensions of personality, motivations, skills, and experiences required to be successful as an entrepreneur.
It also matches with five standard entrepreneurial profiles.

Professional Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
Graduates, intermediate-level professionals and middle management	English, French, German, Arabic, Spanish, Portuguese, Dutch, Italian, Russian, Turkish, Hindi and Chinese	112 questions	12-15 minutes

Professional Profile 2 is a personality assessment, designed and validated using the most recent method in psychometrics. It analyses, with scientific accuracy, the traits that influence the behaviour and performance of an individual at work.

The assessment measures 14 sets of opposing dimensions (e.g. introversion vs. extraversion, flexibility vs. firmness), resulting in an analysis of 28 aspects of personality and motivations.

Work Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
All candidates or employees; especially those in entry-level and operational roles	English and Russian	90 questions	10 to 15 minutes

Prospective employees are now required to be more savvy, competent, have a higher sense of service, and take on more responsibilities.
Gaining insight into individuals' personality and work temperament is therefore essential in choosing the right candidates, and sustaining a positive employee experience.
WORK PROFILE is a personality assessment that measures an individual's work personality through their workplace traits, social and emotional traits; as well as the values and aspirations that drive them forward. The test has been developed especially for use in the recruitment process for entry-level and operational roles.

Big Five Profile

TARGET PUBLIC	LANGUAGES	QUESTIONNAIRE	TIME TAKEN
Students, temporary staff, recent graduates, or anyone interested in personal development	English, French, Spanish, German, Dutch, Arabic, and Malagasy Training: Certification training	15 sets of 4 statements to be ranked from 1 to 4	7 minutes

Big Five Profile is a personality assessment measuring five major personality traits based on the Five Factor model. It can be applied to all individuals, including young people. The Five Factor model is a classical model in psychology and widely recognised as a benchmark in the analysis of personality. It highlights the main personality traits that define and differentiate people from an early age. These traits remain relatively stable throughout a person's lifetime, and are therefore unlikely to change making the Big Five Profile an assessment suitable for individuals of all ages, including adolescents.

Zanga Metrics: 360 Degree Leadership Profile

The Zanga Leadership Journey Questionnaire was designed with a unique vision – to strengthen professional competencies with an understanding and acceptance of our own unique cultural and social norms. Four pillars guide our professional competency framework: Mindset, Relationships, Leadership and Execution. Essentially, how we think, interact, lead, and act. Each of these areas is broken down into competencies, as defined below.

1 MINDSET

Your mindset in the professional space refers to a specific state of mind that guides you towards business activities and outcomes. This mindset needs to be receptive enough to recognise, support and work towards opportunities, innovation and new value creation. To do this to the best of your ability, the following skills are a priority:

- **analytical thinking**
- **strategic understanding**
- **organisational awareness**
- **decision-making**

The competencies which occupy this space are: resilience, ownership, excellence, and ethics.

2 RELATIONSHIPS

Your relationships in the professional space refers to how you navigate interactions with others. Relationships need to be cultivated to a point where information is given and received in an open, trusted, cooperative and confident manner. To do this to the best of your ability, the following skills are a priority:

- **self-awareness and regulation**
- **negotiating**
- **rapport-building**
- **influencing**
- **conflict management**

The competencies which occupy this space are: emotional intelligence, communication, cultural awareness, and stakeholder management.

3 LEADERSHIP

Your leadership in the professional space refers to how you develop yourself, and lead teams, both at the forefront and within. Leadership is ideally practiced by all members of a team, regardless of title, level and role, and is a skill that instills confidence and supports teams when they need it most. To do this to the best of your ability, the following skills are a priority:

- **modelling positive behaviour**
- **providing guidance**
- **offering and taking responsibility**
- **developing others**

The competencies which occupy this space are: leading teams, and developing teams.

4 EXECUTION

Your execution ability in the professional space refers to how you manage and deliver your work, and how you push to achieve your business targets competently and productively. The way you drive, prioritise, and execute work must be efficient, of high-quality, ethically sound, and backed by expertise. To do this to the best of your ability, the following skills are a priority:

- **adaptability**
- **perseverance**
- **proactivity**
- **attention to detail**
- **accountability**

The competencies which occupy this space are: business approach, problem-solving, decision-making, and continuous improvement.

General Skills Assessments

Computer Literacy and Internet Knowledge (CLIK) – *25 questions in 13 minutes*

Skills assessment that measures a person's proficiency with using internet browsers, chat and common desktop applications. Measures basic computer and internet comfortability.

- **Common Use:** Positions where basic computer skills are required.
- **Notes:** Very basic, will not assess advanced computer skills.

Criteria Language Proficiency Test (CLPT) – *Two versions, 7-21 minutes depending on the skills assessed*

Measures English language proficiency in a fast, customizable way. Assesses reading comprehension, spelling and grammar, listening comprehension, and writing ability.

- **Common Use:** Roles that require proficiency with the English language, including customer service, call center, order fulfillment, technical support, transportation and logistics, and international business roles.
- **Notes:** Assess beginner through to advanced proficiency with English language.

Microsoft Excel (EXCEL) – *Two versions: Excel 365 Interactive includes 3 simulations and 12 questions and takes 7 minutes; Excel 365 includes 12 questions and takes 5 minutes.*

Measures proficiency with a wide range of functions in Excel.

- **Common Use:** Roles that require Excel proficiency including Administrative Assistants, Financial Analysts, Accountants, and Auditors.
- **Notes:** Assess basic through to advanced level Excel skills.

Microsoft Word (WORD) – *12 questions in 5 minutes*

Measures proficiency with a wide range of functions in Word.

- **Common Use:** Roles that require Word proficiency including Administrative Assistants, Executive Assistants, Customer Service Representatives, Paralegals, and Receptionists.
- **Notes:** Assess basic through to advanced level Word skills.

Microsoft PowerPoint (PPT) – *12 questions in 5 minutes*

Measures proficiency with a wide range of functions in PowerPoint.

- **Common Use:** Roles that require PowerPoint proficiency including Administrative Assistants, Executive Assistants, Sales & Marketing professionals, and internship roles.
- **Notes:** Assess basic through to advanced level PowerPoint skills.

Typing Test (TT) – *1 minute*

Measures typing speed and accuracy.

- **Common Use:** Anything needing typing speed/accuracy.
- **Notes:** This test will only speak to typing speed/accuracy, but aptitude and personality will do a better job of predicting ability and comfort in a role.
- You can create your own typing test using our TestMaker tool if you would like to alter the time or make the test industry-specific.

Ten Key Test (TKT) – *Approximately 2 minutes*

Measures the ability to perform numerical data entry.

- **Common Use:** Anything needing number pad speed/accuracy.
- **Notes:** This test will only speak to number pad speed/accuracy, but aptitude and personality will do a better job predicting ability and comfort in a role.

Our Impact

Contact Us

To request a sample profile, obtain a quote, or learn more about our assessment offerings, please don't hesitate to get in touch with us:

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We are here to support you.