

# shapes personality questionnaire

Sustainable competitive advantage can only be achieved through people, so it's essential to have the best employees in the right place at the right time.

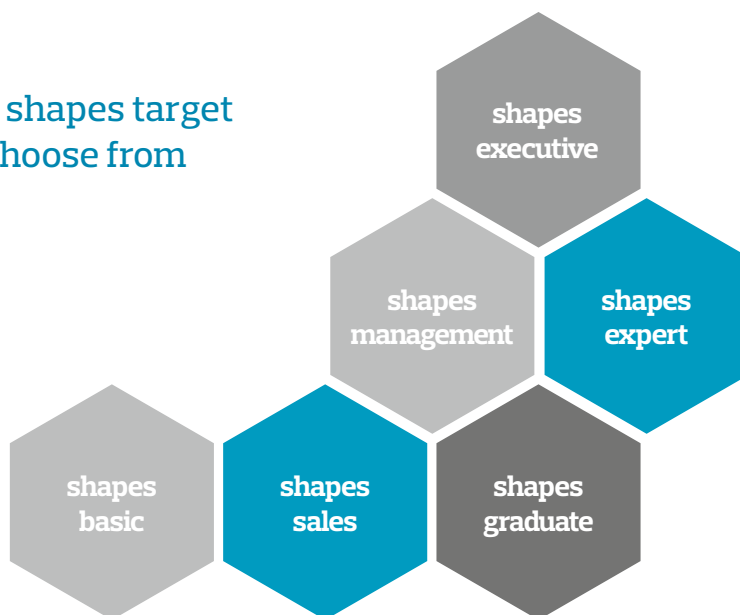
*shapes* is an adaptive competency-based questionnaire system that provides a detailed and efficient assessment of a person's competencies as a manager, entrepreneur and expert.

## Improve the quality of your HR decisions

*shapes* helps measure personality dimensions that are vital to the quality of your HR decisions, answering questions such as:

- ◆ How do I identify the best employees?
- ◆ What personality traits are essential for each position?
- ◆ How can I recognise these quickly and easily?

## There are 6 shapes target groups to choose from



### Key features use

- 6 levels to choose from
- Short and user-friendly
- High acceptance and low dropout rates
- Differentiated & precise results

### Administration

- Online questionnaire
- 15–20 minute duration
- Managed by either Aon or by clients autonomously

### Languages

- Available in 40 different languages

## Specific target group versions

| shapes basic   | shapes graduate  | shapes sales   |
|--|--|--|
| <ul style="list-style-type: none"> <li>• Optimised for administrative staff, hourly workers and interns</li> <li>• 15 scales with 6 items each</li> <li>• Does not measure any management behaviour or potential and does not require a university degree</li> </ul> | <ul style="list-style-type: none"> <li>• Optimised for college graduates</li> <li>• 18 scales with 6 items each</li> <li>• Does not require management experience</li> </ul> | <ul style="list-style-type: none"> <li>• Optimised for sales functions and direct customer contact</li> <li>• 24 scales with 6 items each</li> <li>• Does not require a university degree</li> </ul> |

| shapes expert   | shapes management   | shapes executive   |
|---|---|--|
| <ul style="list-style-type: none"> <li>• Optimised for experts without management responsibilities and sales functions</li> <li>• 18 scales with 8 items each</li> <li>• Does not measure management behaviours or potential</li> </ul> | <ul style="list-style-type: none"> <li>• Measures management behaviours and potential</li> <li>• 18 scales with 8 items each</li> <li>• Appropriate for middle and senior management, including management functions</li> </ul> | <ul style="list-style-type: none"> <li>• Optimised for senior management</li> <li>• 24 scales with 8 items each</li> </ul> |

We're here to empower results.

To learn more about *shapes*, visit [assessment.aon.com](https://assessment.aon.com)

▶ *shapes* is based on a personality model that comprises 18 dimensions. A combination of the personality dimensions makes it possible to draw conclusions on the competencies of a person.

## shapes competency model

| Domain<br>Role | Interactive                                     | Operative                                | Intellectual             | Emotional                   |
|----------------|---|--|--------------------------|-----------------------------|
| Entrepreneur   | Influence & Networking                          | Business Development & Bottom-Line Focus | Vision & Strategy        | Initiative & Responsibility |
| Manager        | People Management & People Development          | Execution & Systematic Approach          | Organisational Awareness | Steadiness                  |
| Expert         | Effective Communication & Constructive Teamwork |  | Analysis & Judgement     | Self-Development            |