

APOLLO PROFILE

In association with



**THE
APOLLONEAN
INSTITUTE**

APOLLO PROFILE

Building on psychological theories and a model of excellence put forward in the Karpin report "Enterprising Nation", the Apollo Profile is a comprehensive psychometric test which measures personality, values, preference and motives. Designed from the outset to be used internationally, the profile is different to other personality assessments in that it compares test-takers to a model of excellence rather than to the average person.

The Apollo Profile provides a personalised report that can give individuals, consultants and decision-makers insight into thirty-four factors that are commonly seen as contributing to career success.

Multiple psychological models and theories are incorporated into the test. In particular, The Apollo Profile provides diagnostic and descriptive comments regarding possible training needs and ways to enhance work and career performance.

Range of Application

There are a number of ways The Apollo Profile can be used to aid people and organisations to achieve excellence. Some of the more common ones follow:

- Self-Development
- Career Development, Mentoring, Outplacement and Training Needs
- Recruitment and Selection
- Performance Management
- Team Building
- Sales Development
- Executive Profiling
- Organisation Development
- Human Resources Bench Marking
- Culture Building
- Custom Programs for Organisations

NOTE: PsyAsia distributes Apollo worldwide. We accept HK\$, SG\$, RMB, EURO, AU\$, US\$ and GBP.

Quick Facts

- Developed by Professor Richard Hicks and Mr. Jim Bowden, The Apollo Profile compares candidates against a validated **Model of Excellence**.
- Measures **34 factors** that are related to high performance at work.
- More than **80,000** people are now on the Apollo database.
- Data collected from various work categories, including *senior executive, manager, sales personnel and entry level employees* all over Asia-Pacific.
- **Four separate levels** of reporting.
- Completed in around **35 minutes**.
- Easy to understand reports comparing your candidate to those who are rated as excellent in their jobs.
- Comes with related applications such as Best Match™ mass-screening at an attractive price.

Training/ Accreditation

In order to use Apollo competently, you must be appropriately trained. To be a qualified user for Apollo you need to have undergone PsyAsia's Apollo accreditation workshop. If you hold the BPS Level A or B Certificate of Competence in Occupational Testing (also offered by PsyAsia) or an international equivalent, you may convert to Apollo by thoroughly reading the technical and interpretive manuals and completing an exam. For more information please refer to the training pages and knowledgebase sections of our website at <http://www.psyasia.com>.



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“Know Thyself”

...from the Temple of Apollo at Delphi

Advantages of the Apollo Profile

Comprehensive The Apollo Profile is like a mini test battery that enables more information on specific attributes. Most other instruments measure far fewer attributes, with many common ones only having five or eight factors.

Specialised Separate reports are available comparing against Executives, or Sales Employees, Middle Management, Supervisors, Customer Service Staff, Support Staff and Call Centre Staff.

Modern The Apollo Profile is based on today's workplace and reflects modern organisational life.

Readability Written in easy to understand non-psycho babble terms. Use of colour also aids quick benchmarking and relativities.

Accurate Research and testing has been carried out in the design and construction of the Apollo Profile by psychologist Professor Richard Hicks; users can be confident of the methodology and data supplied, subject to the normal limitations applicable to the use of any instrument of this nature.

Speed and Convenience Instant on-line processing of the questionnaire via the Internet gives you instant reports at your own location.

Control and Security No other parties can access your confidential reports.

Online and offline administration Apollo can be administered online or using traditional paper-and-pencil methodology.

Facility to benchmark your own staff As a consultancy service, PsyAsia can assist you in benchmarking your own staff and therein produce your organisation's own model of excellence for future candidate comparisons.

Best Match™ Produces limited reports initially whilst a quick click will home in on a candidate of interest and provide a more detailed report for an additional credit. This means you save by only paying for detailed reports on those candidates of greatest interest. Note: Best Match™ fees are set for mass screening.

Competitively priced The Apollo Profile is one of the most competitively priced personality assessment instruments available. Considering the huge database of respondents and range of validity studies as well as the fact that Apollo reports are based on comparison with excellence, the Apollo fees are extraordinarily reasonable! Please contact us for full details or [click here](#) to download our pricing factsheet.

Recognition - Secondary
 Respondents indicate that it is somewhat important to them to receive recognition and reward for the achievement of goals. Unlike the emphasis on high quality and quantity, they may be a bit on a quantitative level that necessary participants may show less of productivity and morale at work.

Conflict Management Style
Accommodative - Secondary
 They are usually sensitive, and likely to make conflict in an easy stage, and become involved as soon as there is a need. Their help is usually not given until they are asked for it. They are likely to appear appropriately considerate when dealing with negotiators. They may choose to let others solve their own problems based on their maturity and responsibility to do so.

Competitive - Secondary
 Scores indicate that they suggest the cost and stress of being competitively competitive, and also indicate a sense of winning and losing. While this high competitiveness is appropriate in dynamic and demanding situations, such scores indicate a tendency to respond to day-to-day opportunities, especially with other co-workers. They seem to be more than his to very likely to be able to come to the fore quickly, and almost certainly not a good listener. It is likely that the presence of this team up often, and they may benefit by possibly being in a position to deal with this situation.

Collaborative - Secondary
 They are appreciative of the value and benefits of others, and usually seem to be collaborative in the dealing with others. They seem to be more than his to very likely to be able to come to the fore quickly, and almost certainly not a good listener. It is likely that the presence of this team up often, and they may benefit by possibly being in a position to deal with this situation.

Compromising - Secondary
 They are usually able to find a way to compromise, and usually seem to be collaborative in the dealing with others. They seem to be more than his to very likely to be able to come to the fore quickly, and almost certainly not a good listener. It is likely that the presence of this team up often, and they may benefit by possibly being in a position to deal with this situation.

Coping
Security - Secondary
 They are a low concern for the job security as compared with most people at an average level who seem to be concerned about their future. They are usually able to find a way to compromise, and usually seem to be collaborative in the dealing with others. They seem to be more than his to very likely to be able to come to the fore quickly, and almost certainly not a good listener. It is likely that the presence of this team up often, and they may benefit by possibly being in a position to deal with this situation.



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