

Personal Preferences Questionnaire



"The experience base of this company was critical to our success in identifying and selecting relevant criteria. The program and questions were customised to fit exactly the position we needed."

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The Personal Preferences Questionnaire (PPQ) is a customised selection tool designed to help identify how well candidates' interests and expectations about work match what is offered in the job for which they are applying. The final tool contains a set of job characteristic pairs and candidates are asked to choose the job characteristic that they would most prefer to have in a job. One characteristic is relevant to the job, the other is not. However, both are equally desirable (or undesirable), so one answer will not be chosen simply because it's the most obvious or best choice

Background

Russell Consulting International uses a standard process for developing a PPQ, which includes gathering data from a small group of incumbents (individuals who currently hold the target position).

Each incumbent is asked to complete the Job Characteristics Questionnaire (JCQ), a survey that contains a list of job characteristic statements.

The incumbents provide a rating to each statement that indicates how well that characteristic describes their job. This information is used to identify the job characteristics that are descriptive of the target job and – equally as important – those characteristics that are not.

Each final PPQ item pair contains a job characteristic that is descriptive of the job as well as one that is not. However, the items are matched on relevance and social desirability, so both characteristics will sound equally desirable/undesirable. This rigorous process provides a scientific method for the development of the instrument and serves as a solid foundation for the job-relatedness of the tool. This is valuable, not only for selecting the right candidates, but also for legal defense. This demonstrates fairness in the event that use of the PPQ tool is ever challenged.

Examples

A: Work with individuals who are strongly opinionated and domineering.

OR

B: Work with individuals who have difficulty communicating what they want.

A: My schedule often allows for very little sleep.

OR

B: I must communicate with angry or frustrated people.

A: I receive little guidance or training on how to perform difficult tasks.

OR

B: I am regularly pushed to my limits.

Pricing

There is a one-time fee to design and validate the PPQ pairings. Once the tool has been implemented, clients can use it as often as they'd like, with no additional or on-going per-test fee.

This initial set-up fee also includes on-going monitoring of the tool by a Russell Consulting International consultant. Typically done on a 6-month basis, Russell Consulting International monitors the pass rates and adverse impact statistics of the tool to ensure that it is working effectively.