



TEAM REPORT

APPQ

Accountants Personality Profile Questionnaire

PREPARED FOR

Sample Team

9th December 2021

APPQ TEAM REPORT

Welcome to your APPQ Team Report

The Accountants Personality Profile Questionnaire, or APPQ, is an assessment of personality preferences associated with success in accounting roles inspired by the Association of Certified Chartered Accountants (ACCA) in their 2016 report Professional Accountants of the Future:

Accounting Ethics

Performing work to a consistently high standard and upholding accounting profession ethical responsibilities in relationships with clients and colleagues

Relationships

Establishing and maintaining effective working relationships with others by becoming trusted advisors able to add tangible value to clients businesses

Thinking

Able to apply existing knowledge to new situations, explore outcomes, generate new ideas and predict future trends.

Coping

Being able to cope with the challenges presented by difficult people and situations, changing demands in accounting work, and obstacles that get in the way of what we want to achieve.

Further inspired by the work of pioneer psychometrician, Raymond Cattell, and based on the most widely accepted contemporary model of personality today; the 'Big Five', APPQ is the world's only accountant-specific personality questionnaire that blend the Big Five personality traits with the behaviours required of successful accountants in public practice, private and public sectors.

Limitations and Uses

This team report is intended only for identifying clusters of strengths, blind-spots and development priorities of your team.

This report should not be used as a hiring tool or development plan for individual participants in your team.

You should also be aware that personality profiles shift over time and typically have a shelf life of about two years. If this report is more than two years old, you should not use it for team development purposes

APPQ TEAM REPORT

Individual APPQ Reports

You will have received one Individual APPQ Report for one of your participants in the email that delivered this APPQ Team Report.

Individual participant APPQ reports include extensive observations and recommendations that can be used to support hiring, promotion and personal/professional development plans and decisions.

You can request the Individual Reports for your team members by emailing help@accountests.com and placing APPQ Team Participants Reports in the Subject Line. Individual Reports are charged at \$300 per participant and we can arrange credit card payment on receipt of your email.

Interpreting Your Team Report

You can find video support for interpreting your team report [here](#), or visit: <https://www.accountests.com/pages/appq-support-teams>

Firstly, look at at the next page for the key that identifies your team members as a unique shape.

The following pages identifies your teams current strengths, blind-spots and development priorities in each of the broad Accounting Traits of Ethics, Thinking, Coping and Relationships, by placing their current preference on a 1 – 10 scale in each of the fifteen sub-traits associated with success in accounting and bookkeeping roles.

Clusters of team members concentrated to the left or right-hand description of each description of each sub-trait identify the strengths and risks of your team, as well as blind-spots that your team may overlook or place little value on. These risks and blind-spots are found at the opposite end of the cluster.

Team members who occupy solo positions at the opposite end of a trait from their peers are likely to bring perspectives that the rest of the team may overlook. They can be seen as going against team-thinking, but should be welcomed rather than ostracised by the team, as they are adding a dimension to problem solving and decision making that takes account of factors and implications the rest of the team may not see. In other words, your team is making insightful and thorough decisions by including the views of people across both sides of each traits preferences.

APPQ TEAM REPORT

Using the Report

Clients use the Team Report to gain a snapshot of their teams current strengths and blind-spots, often using the report as part of Team-Building or Team Development events where the team participate equally in how they should increase the effectiveness of their communications, problem solving and decision making by reducing the risks of blind-spots affecting business performance.

Clients also keep this Team Profile as a reference document when hiring new staff, matching preferred candidates APPQ profiles against the team-profile to identify what potential new staff could add to the existing team dynamics

Further Support

Watch our APPQ Team Report interpretation video [here](#), or visit:
<https://www.accountests.com/pages/appq-support-teams>

PARTICIPANT KEY

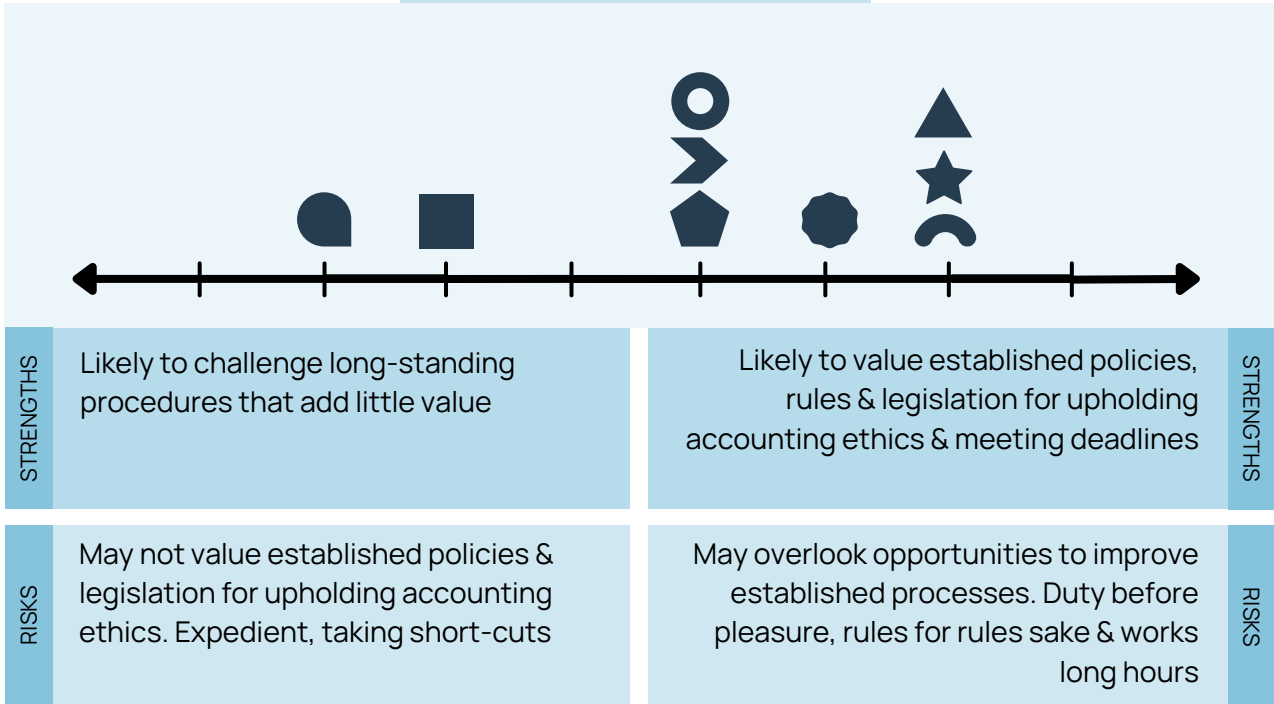
	Isaac Newton
	Marie Curie
	William Shakespeare
	Anne Frank
	Vincent Van Gogh
	Malala Yousafzai
	Thomas Edison
	Rosa Parks
	Albert Einstein

Accounting Ethics

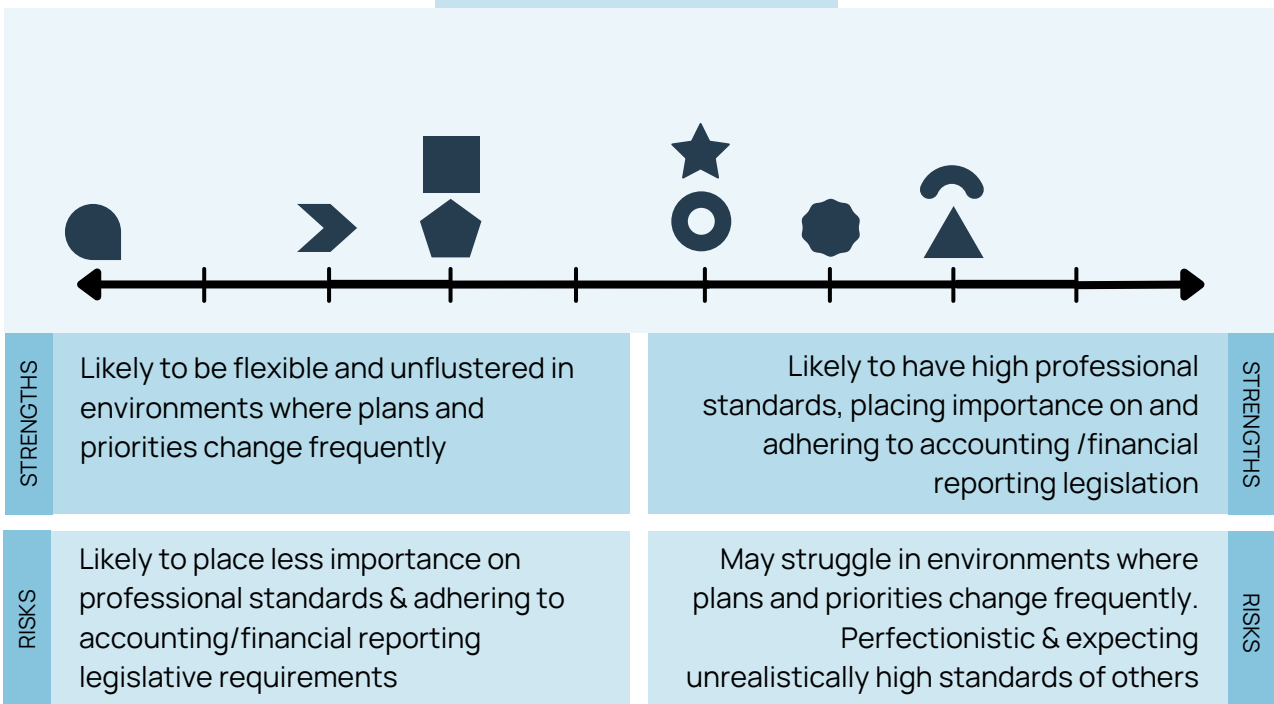
Performing work to a consistently high standard and upholding accounting profession ethical responsibilities in relationships with clients and colleagues

ETHICS

CONSCIENTIOUSNESS

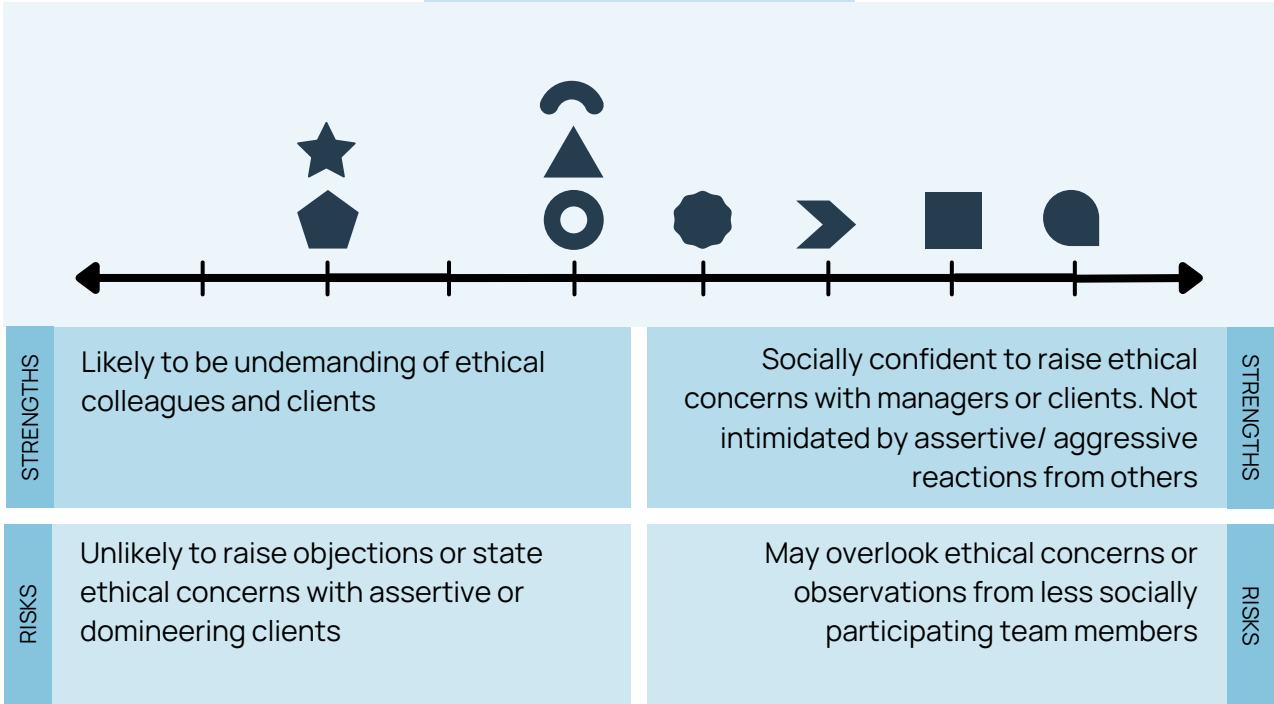


SELF DISCIPLINE

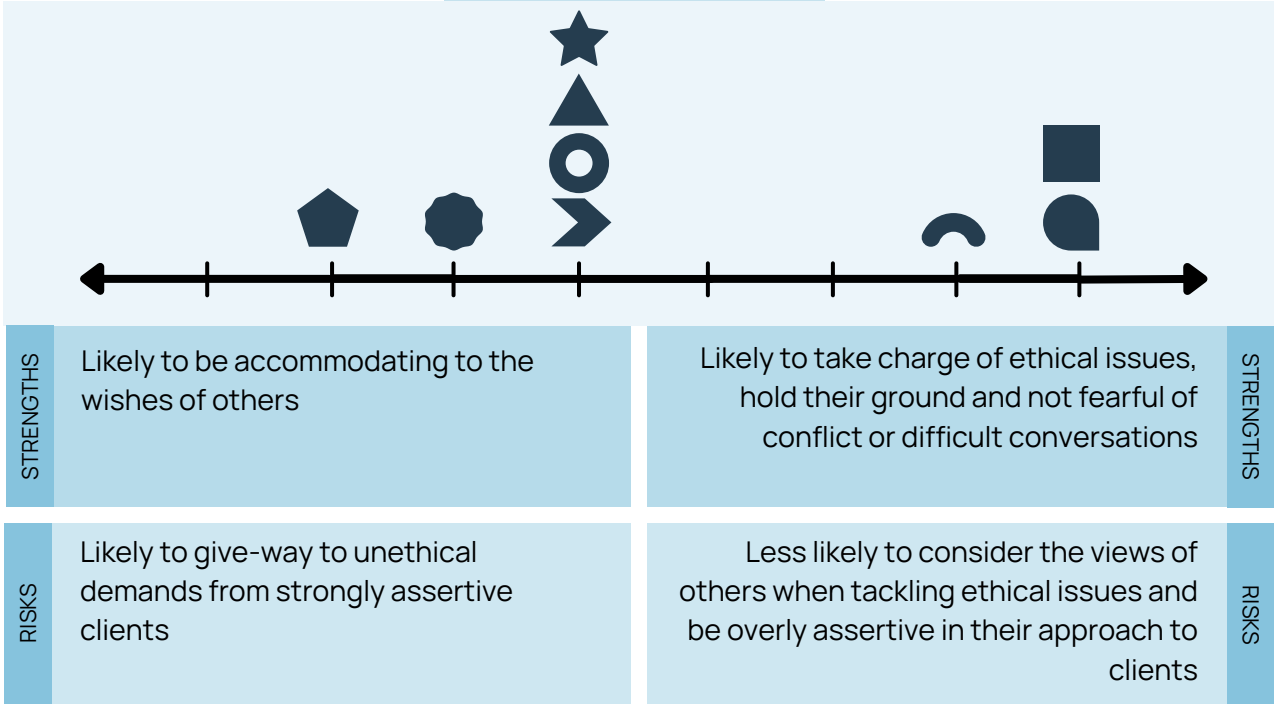


ETHICS

SOCIAL BOLDNESS



ASSERTIVENESS

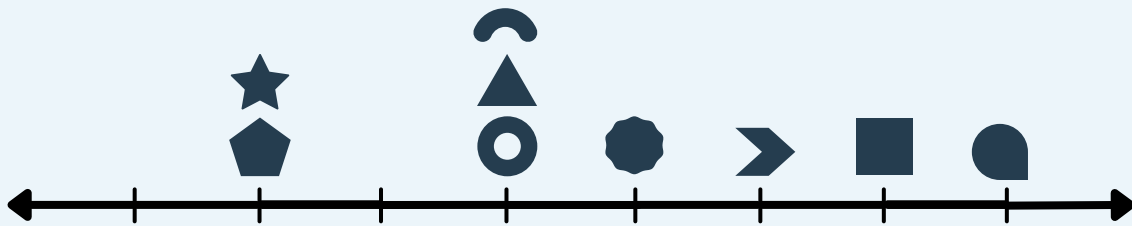


Relationships

Establishing and maintaining effective working relationships with others by becoming trusted advisors able to add tangible value to clients businesses

RELATIONSHIPS

SOCIAL BOLDNESS



STRENGTHS

Likely to remain motivated in back-office roles with little visibility to clients and managers

Likely to particularly enjoy meeting new people, challenging social situations and being the centre of attention

STRENGTHS

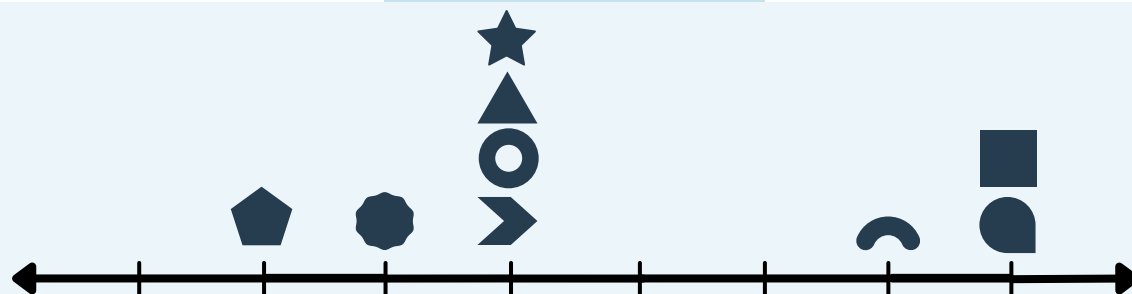
RISKS

Less socially confident when meeting new people or unexpectedly becoming the centre of attention

May overlook the contributions from less socially participating team members & become bored when working on tasks with little visibility

RISKS

ASSERTIVENESS



STRENGTHS

Likely to accommodate peoples wishes and avoid conflict wherever possible

Likely to take charge of situations, initiate action and be good at getting things done

STRENGTHS

RISKS

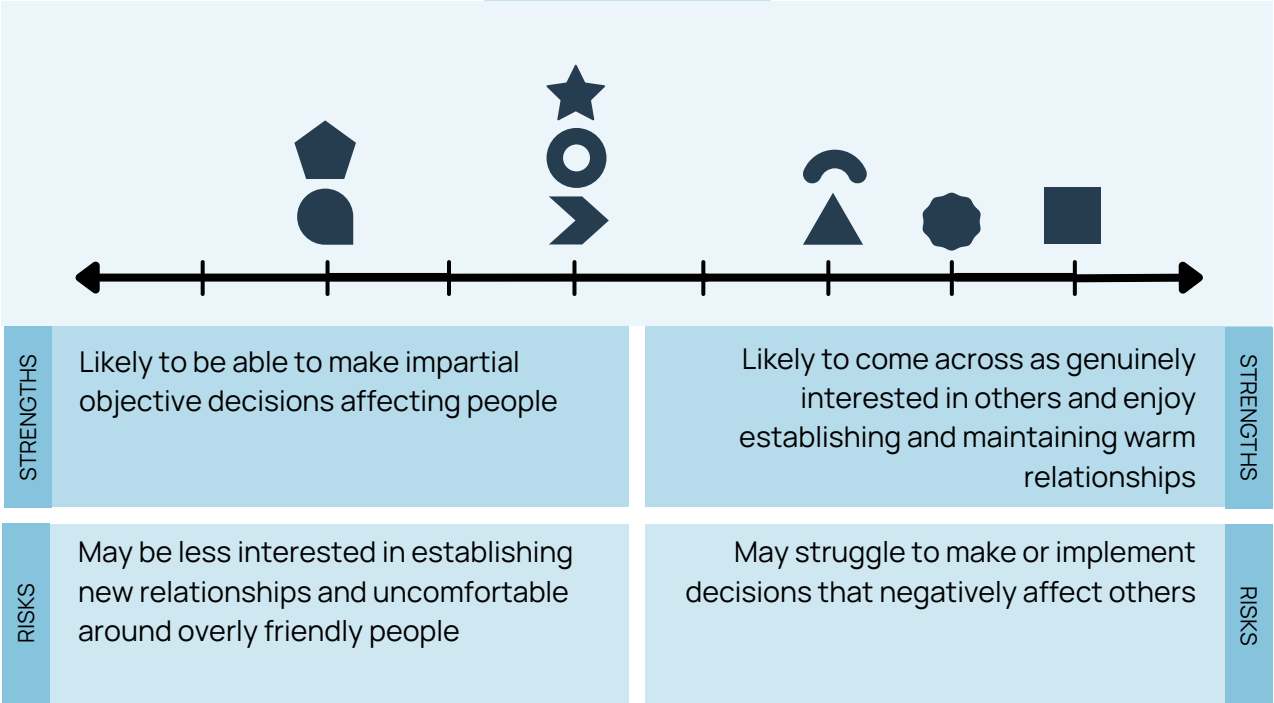
Likely to give-way to unreasonable demands from colleagues or managers and struggle to express their own views

May push to get their own way and not consider the views of colleagues when driving to get things done

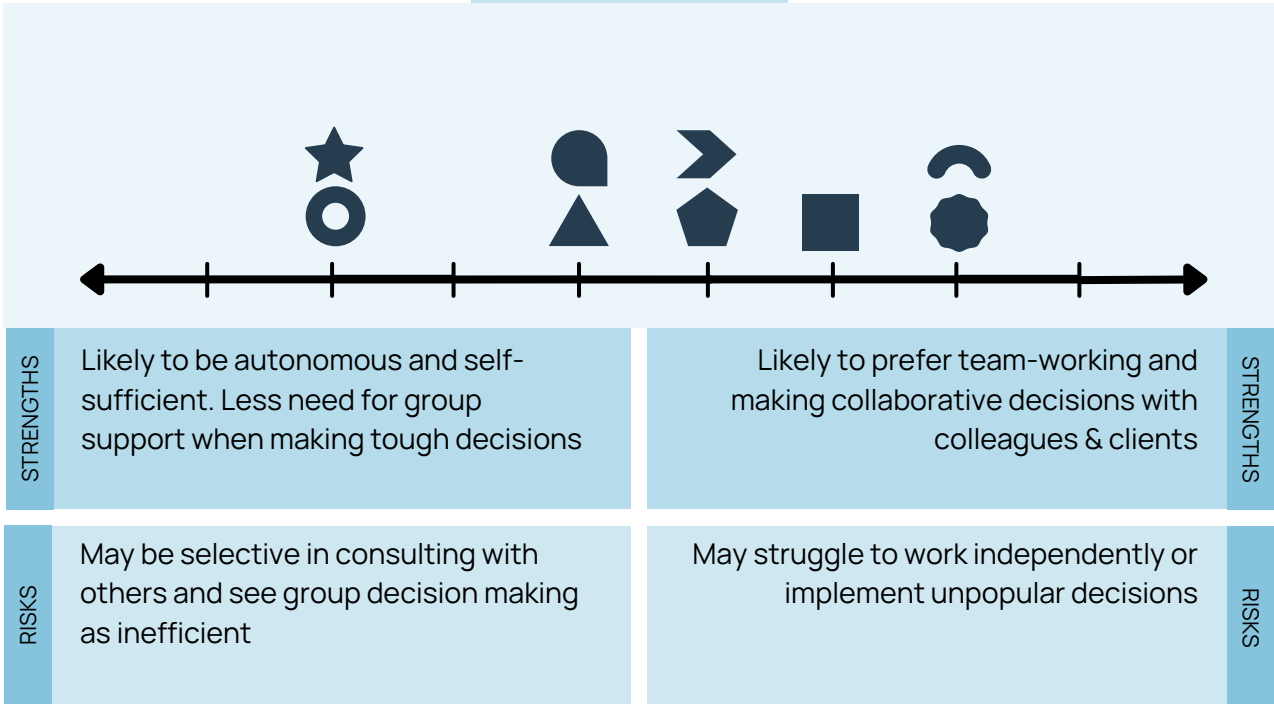
RISKS

RELATIONSHIPS

WARMTH

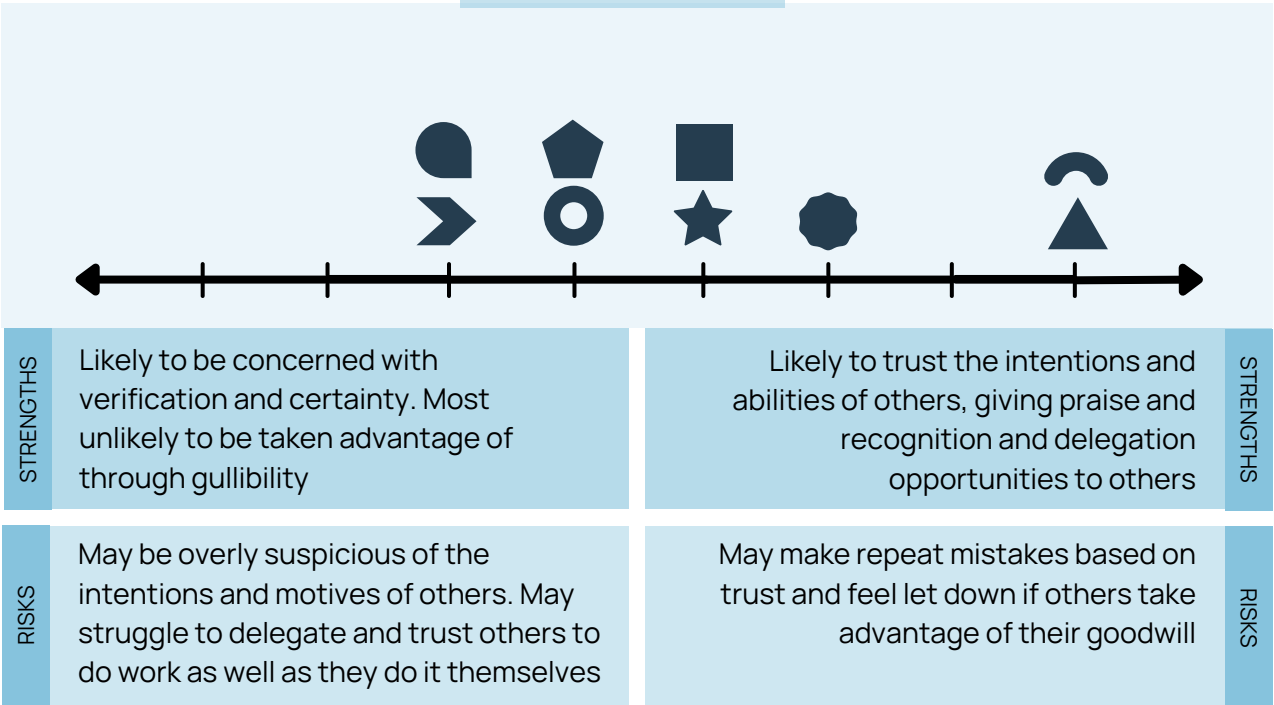


AFFILIATION

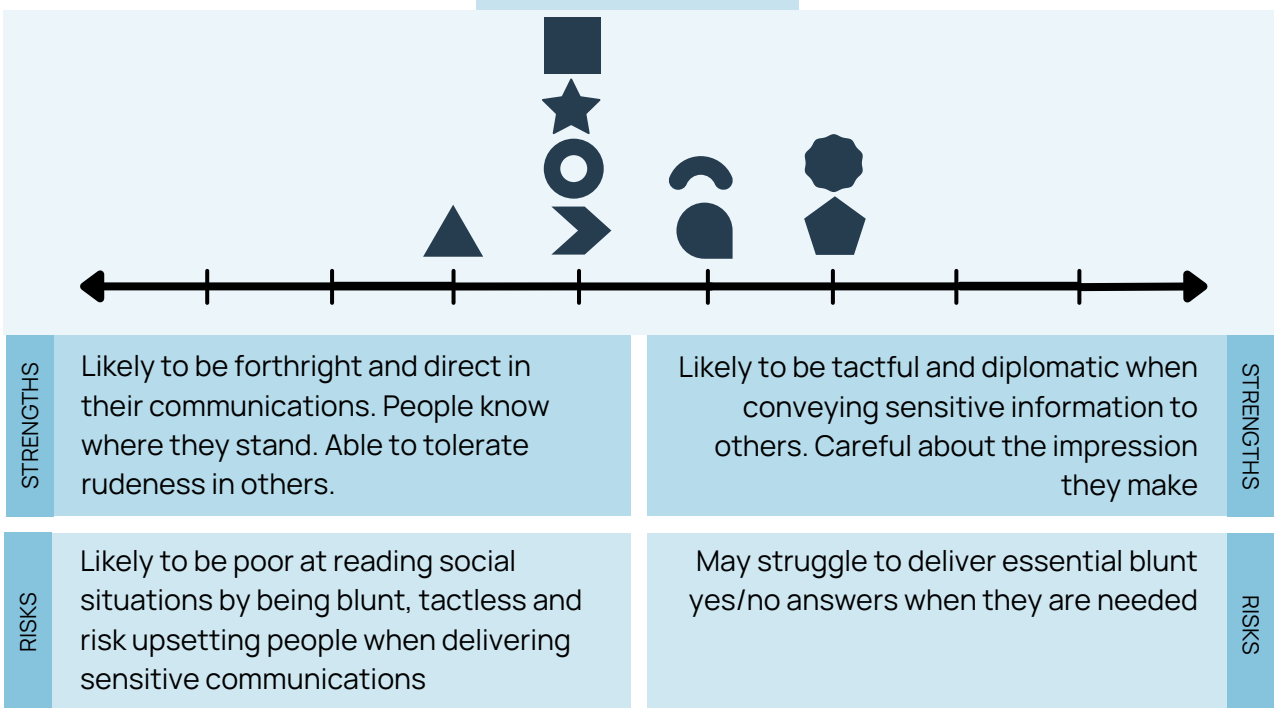


RELATIONSHIPS

TRUSTING

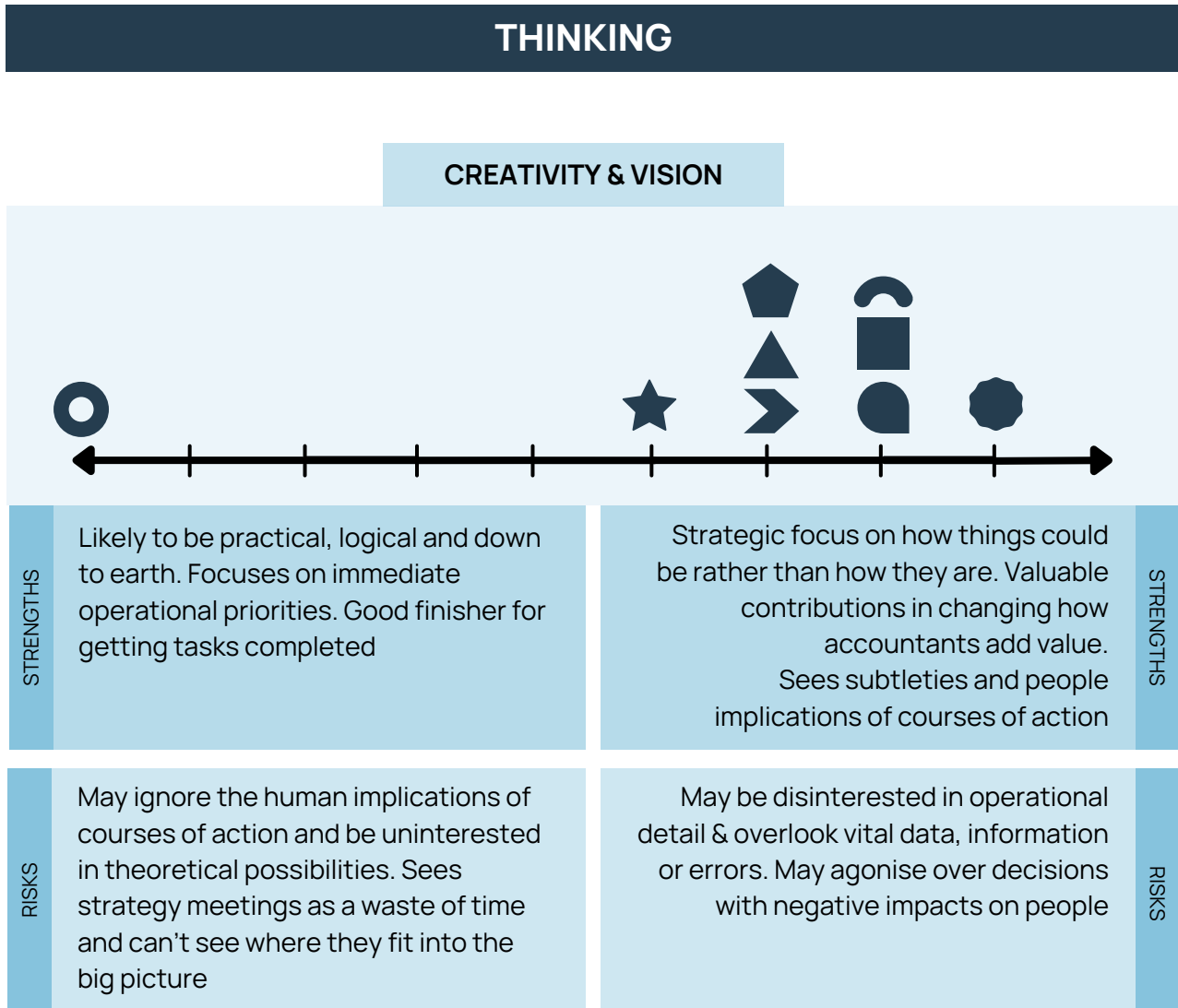


OPENNESS



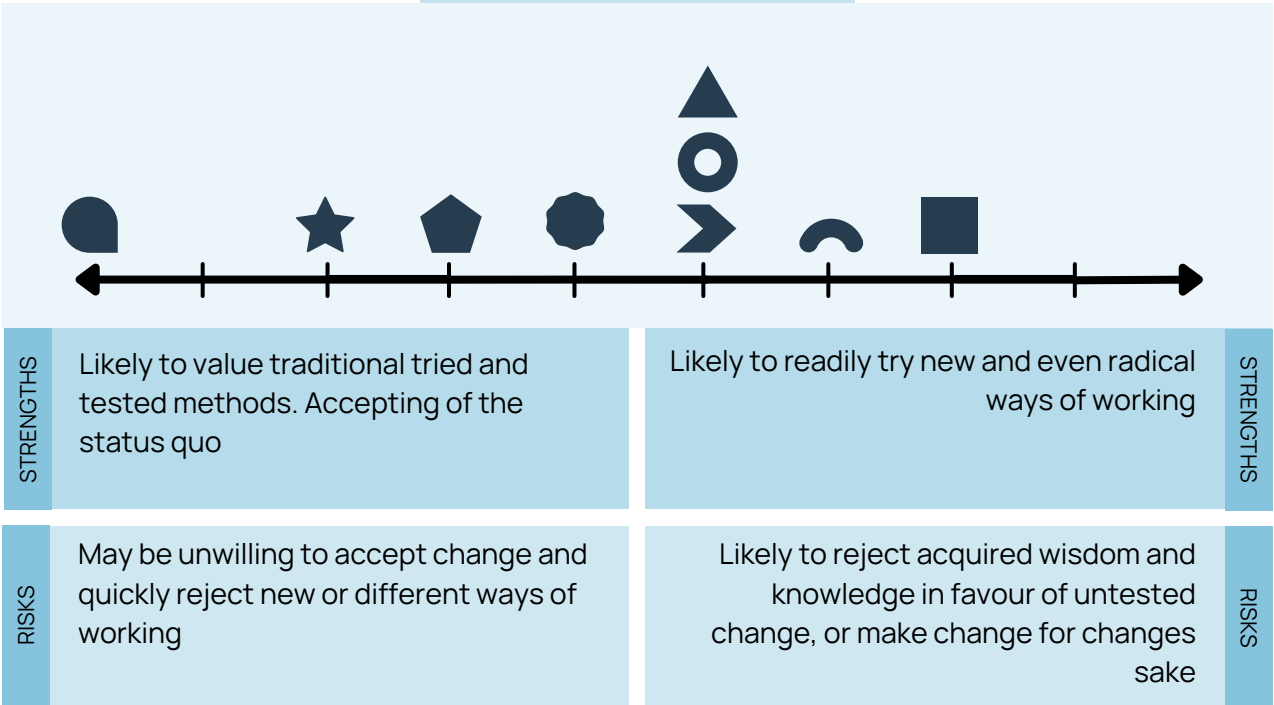
Thinking

Able to apply existing knowledge to new situations, explore outcomes, generate new ideas and predict future trends.

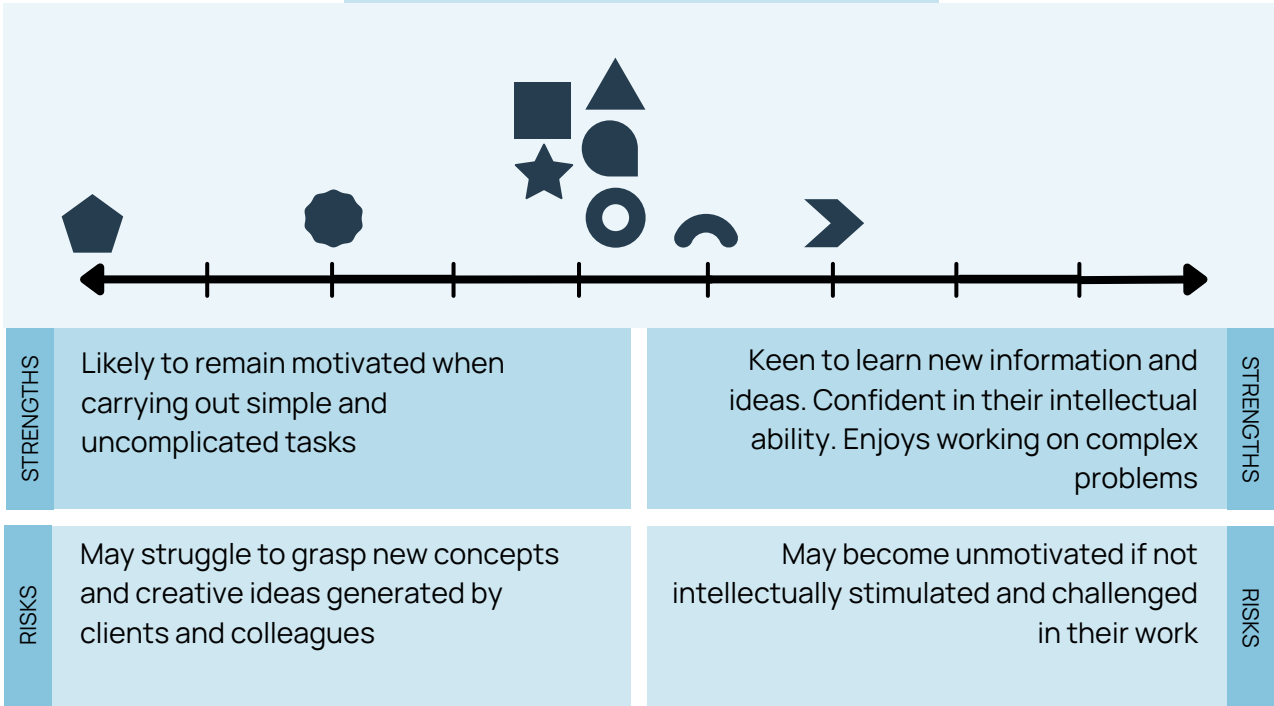


THINKING

CHANGE-FOCUSED



INTELLECTUAL CONFIDENCE

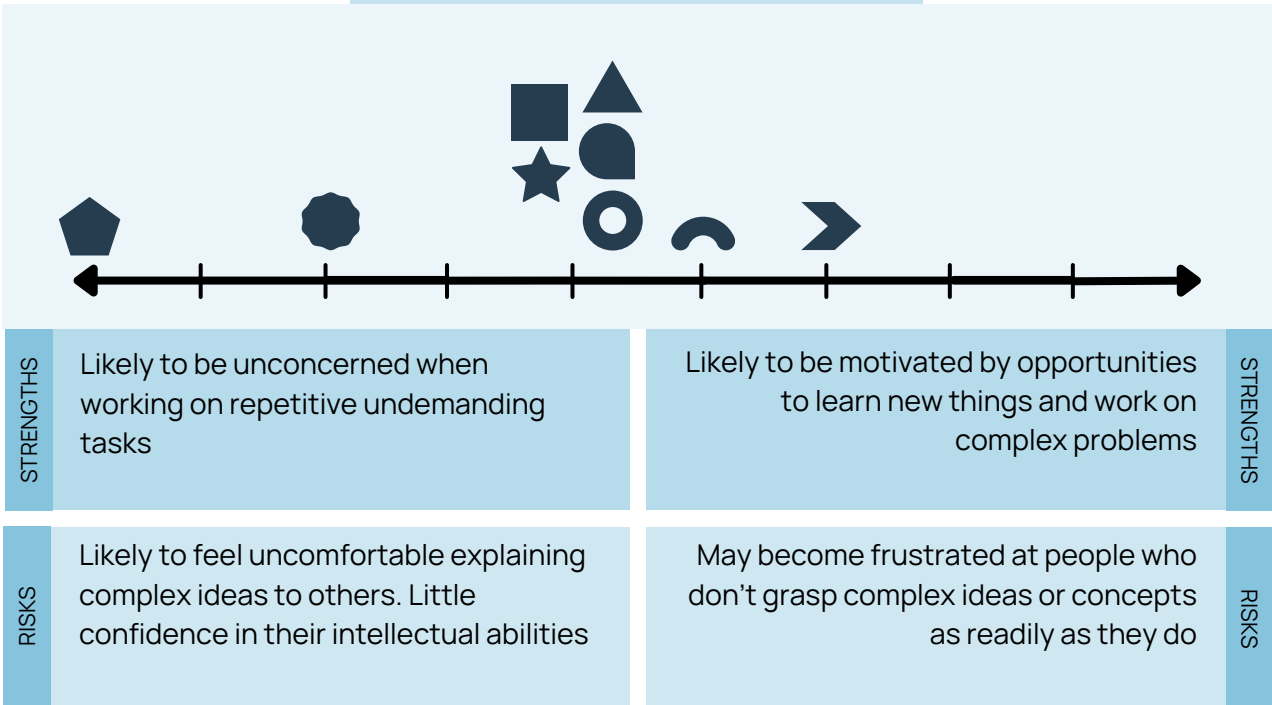


Coping

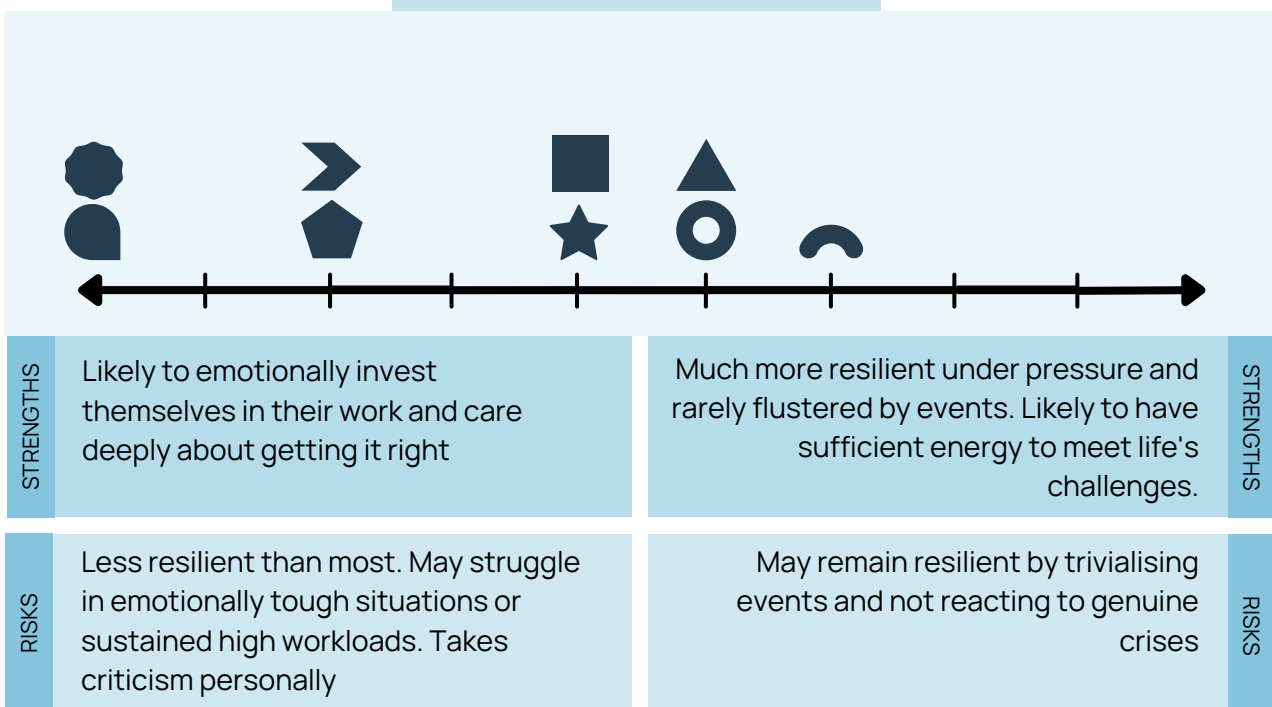
Being able to cope with the challenges presented by difficult people and situations, changing demands in accounting work, and obstacles that get in the way of what we want to achieve.

COPING

INTELLECTUAL CONFIDENCE

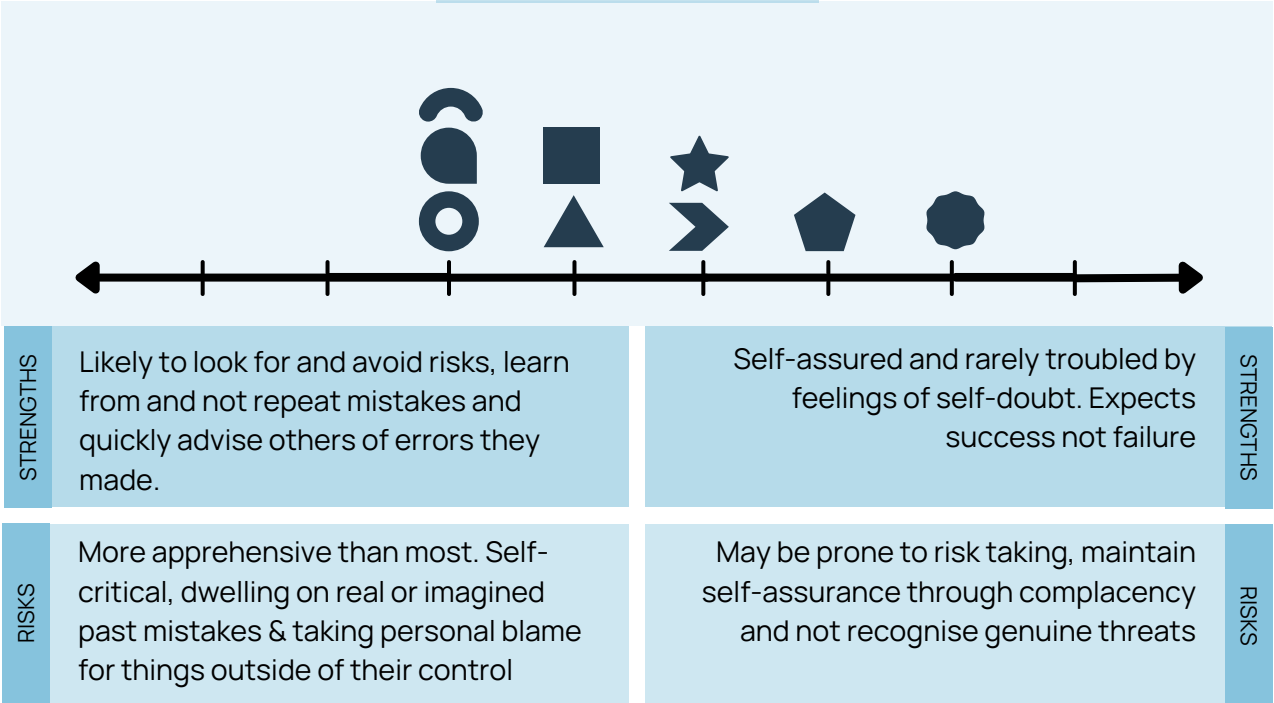


EMOTIONAL STABILITY

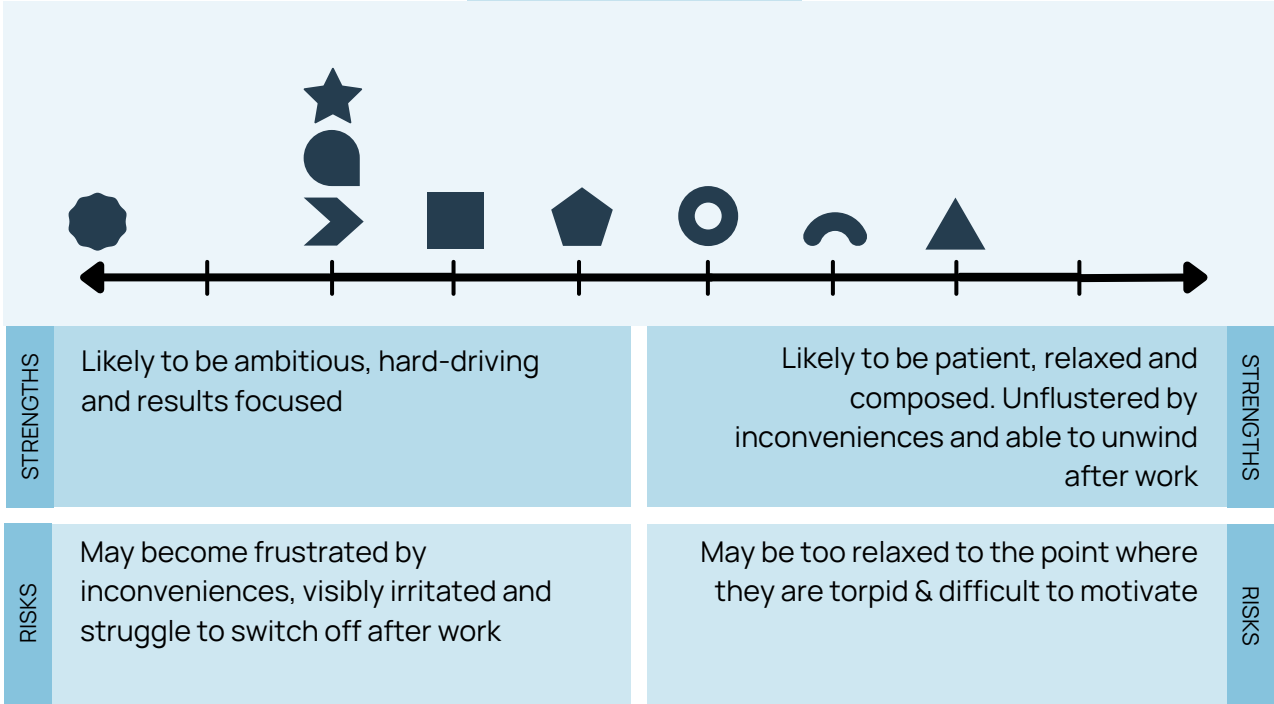


COPING

SELF-CONFIDENCE



CALMNESS



APPQ TEAMS REPORT

Accounttests Testing Suite

Alongside the APPQ, Accounttests also develop and deliver skills assessments and ability tests. Our tests are specifically designed for use when hiring CA's / CPA's, Part Qualified Accountants, Bookkeepers, Trainees, & Graduates. Their use provides valuable support in making thoroughly informed selection decisions.

 Country Specific	Content is relevant and regularly updated to match the real world
 100% Online	Our tests are available whenever and wherever you need them
 Tests for All Levels	Tests cover all levels, from graduates & bookkeepers to CPA's / CA's
 Comprehensive Reports	Thorough and easily interpreted reports delivered to your inbox
 Ongoing Support	Ongoing and accessible technical and customer support

Explore our Test Collections [here](https://www.accounttests.com/collections), or go to:
<https://www.accounttests.com/collections>

Contact Us

If you have any questions about this report, or would like further assistance with your recruitment process, please get in touch.



help@accounttests.com



www.accounttests.com