



PQ10™ Personality Profile

Unlock Your Organisation's
Potential with Cutting-Edge
Personality Insights



A BPS & EFPA-Registered Assessment for High-Impact Hiring and Development Decisions

About PQ10™



In today's competitive business landscape, understanding personality is essential for effective recruitment, development, and team management. The PQ10™ Personality Profile, created by Podium and recognised by the BPS, delivers fast, reliable insights based on neuroscientific and psychometric models.

With PQ10, organisations can predict job performance, improve team cohesion, and develop strong leaders – all through a user-friendly, scientifically validated tool.

Scientifically Robust

Advanced statistical models cover ten personality scales.

Time-Efficient

Finish PQ10 in under 15 minutes.
Half the standard time.

Versatile

Ideal for recruitment, team building, leadership, and conflict management.

Bias-Free

Rigorous testing ensures minimal bias across demographics.

Global Reach

PQ10 and its reports are available in over 20 languages.

Instant Results

Immediate reports enable data-driven decisions.



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HOW PQ10 SETS YOU APART

✓ Powerful Neuropsychological Foundations

PQ10's model is anchored in neuroscientific research, with dimensions rooted in the Big Five personality traits, augmented by meta-traits (Plasticity and Stability) reflecting dopamine and serotonin regulation.

✓ Dynamic Reporting Options

Tailor reports to specific HR needs:

- **Selection Report** – Provides key insights for making informed hiring decisions.
- **Development Report** – Ideal for coaching and growth discussions.
- **Feedback Report** – A user-friendly summary for employees.
- **Work Styles Report** – Insights into conflict management, leadership, and team roles.

✓ Evidence-Based Accuracy

With test-retest reliability over 18 months, PQ10 scores exceed industry standards for consistency and validity, ensuring data that reflects stable personality traits crucial for long-term planning.

✓ Fair For Everyone

PQ10 undergoes rigorous testing to minimise bias across different groups, backed by large and comprehensive international norms. Ensuring fair and consistent results for all applicants.

Applications Across HR

- **Recruitment & Selection:** Ensure role compatibility and predict performance.
- **Development & Coaching:** Highlight strengths and areas for growth.
- **Conflict Management:** Understand personality traits to foster workplace harmony.
- **Team Development:** Build effective, complementary teams that drive results.

PQ10 empowers modern businesses with scientifically-backed personality insights, enabling confident HR decisions that drive organisational success.