Aspiring Minds Personality Inventory

AMPI: Aspiring Minds Personality Inventory is based on the five-factor model of Personality. A widely accepted scientific model, five factor model has shown robust and reliable job correlation in several meta-analytic studies. Aspiring Minds’ Personality Inventory (AMPI) is the first statistically validated personality inventory designed for personality analysis of Indians for providing inputs for selection in corporates. AMPI is based on the five-factor model, which is by far the only scientifically validated and reliable personality model for job selection.

- AMPI measures five broad-based traits: Extraversion, Conscientiousness, Neuroticism, Openness to Experience and Agreeableness. These traits show high correlation with long-term on-job performance.

- AMPI items are constructed with the Indian context and linguistic capabilities in mind.

- AMPI items have been tested and validated for statistical reliability under faking and social desirability scenarios. Different norms are available for such conditions.

- All scales of AMPI have reliability (cronbach alpha) of more than 0.70.

- Multiple statistically constructed norms are available for scoring within applicants of a particular degree, particular experience and the use of inventory for different purposes and scenarios.

- AMPI is the only instrument which has been validated for multiple profiles and sectors in India. Certain traits of AMPI show strong correlation with job performance in these sectors and can help improve workforce performance by 25% to 40%.

Major Traits analyzed by AMPI:

Extraversion.......................................................... 2
Openness to Experience ................................................. 3
Agreeableness ........................................................... 4
Conscientiousness ..................................................... 5
Neuroticism .............................................................. 6
Extraversion

Major Trait

Extraversion

Sub Traits

Gregariousness
Assertiveness
Activity
Excitement Seeking
Positive Emotion

Trait Description

Extraversion, on the one hand, corresponds to sociability, i.e. people who have a liking for people and gathering. Additionally, extraverts are talkative, active and assertive. They are excitement seeking. Hogan, in 1986, interpreted extraversion as having two components, i.e. sociability and ambition. Both intuitively and empirically, extraversion correlates to high performance in sales profile and other enterprising occupations.

Common Job Correlates

Sales Job
Enterprising Occupations

Sample Statements

I really enjoy taking rides in amusement parks.
I like to play games at parties.
Openness to Experience

Major Trait

Openness to Experience

Sub Traits

Ideas
Values
Actions
Feelings
Aesthetics
Fantasy

Trait Description

Openness to Experience is associated with being broad-minded, unconventional, having a rich artistic sensitivity and being curious and imaginative. O has been a trait hard to identify and been called intellect, culture or openness to experience by various psychometricians. An open person is creative, willing to challenge authority and entertain new ideas.

Common Job Correlates

Creative Jobs
Research-oriented Jobs

Sample Statements

I decorate my house on festivals.
I experiment with different kind of food.
Agreeableness

Major Trait

Agreeableness

Sub Traits

Trust
Straightforwardedness
Altruism
Compliance
Modesty
Tender-Mindedness

Trait Description

Agreeableness refers to social conformity, friendliness, compliance and altruism. Agreeable people are sympathetic to others, help others and trust others to help them too in return. They are popular amongst their colleagues and do not believe in manipulating people. Agreeable people are good for customer relationship profiles and work well in teams.

Common Job Correlates

Customer Relationship Profiles

Sample Statements

I avoid arguments with colleagues in public.
We need to do more to help the needy and unfortunate.
Conscientiousness

Major Trait

Conscientiousness

Sub Traits

Competence
Order
Dutifulness
Achievement Striving
Self Discipline
Deliberation

Trait Description

Conscientiousness has been called by some psychologists (e.g., Digman, 1989) as the Will to Achieve. It is generally seen to have two components, one that of achievement striving and the other that of dependability. The latter is characterized by being thorough, organized, responsible and planful. The former is related to volitional variables such as hardworking, persevering and achievement oriented. From point of view of job success, conscientiousness emerges as the strongest and most consistent correlating trait.

Common Job Correlates

All Jobs

Sample Statements

I keep monthly account of the amount I spend.
I like to follow strict schedules.
Neuroticism

Major Trait

Neuroticism

Sub Traits

Anxiety
Angry Hostility
Depression
Self-conscious
Impulsiveness
Vulnerability

Trait Description

Neuroticism is associated with traits such as anxious, depressed, angry, embarrassed, worried and insecure. Its reverse is often used, which is termed as Emotional Stability. Emotionally stable people are even tempered and relaxed. They can face stressful situations without getting upset.

Common Job Correlates

High Neuroticism elimination criteria for most jobs

Sample Statements

I am very stressed at times.
I will walk out of a discussion, if I do not agree.