

California Psychological Inventory (CPI)

About the Instrument

For more than 55 years, the California Psychological Inventory (CPI) instrument has provided users with a highly valid and reliable portrait of individual professional and personal styles, but also of their potential for growth and development.

The CPI 260 assessment was introduced in 2002 in a request for a shorter version of the popular CPI instrument. It contains 260 items which were specifically selected from the full 434-item assessment instrument, and the results of these two instruments are highly correlated. Responses are measured on the following scales: dealing with others, self-management, motivation and thinking style, personal characteristics, and work-related characteristics. The CPI 260 compares clients' answers to a sample of 6,000 individuals.

The CPI 260 instrument offers:

- Practical insights for OD professionals, HR professionals, and management and leadership coaching initiatives.
- Easy administration that respects the time constraints of both clients and practitioners.
- A business focus that generates leadership development reports that can function as developmental plans and coaching aids for managers and leaders.

Benefits of the Instrument

The CPI 260 is designed to:

- Develop clients' leadership abilities by helping them in their attempts to understand themselves and others
- Offer real-world applications that will facilitate training, development, and coaching initiatives
- Help HR professionals identify talent
- Complement leadership training and development workshops and seminars
- Enhance initiatives designed to improve leadership and managerial performance
- Provide tools and strategies for one-on-one coaching or group coaching initiatives.