

ACCREDITATION COURSE PERSONALITY AND PREFERENCE INVENTORY (PAPI) 3+

The Personality and Preference Inventory (PAPI) is a well-established, work-focused personality assessment underpinned by robust psychological theory and decades of applied research. It has been successfully deployed by organisations worldwide to support informed, evidence-based people decisions.

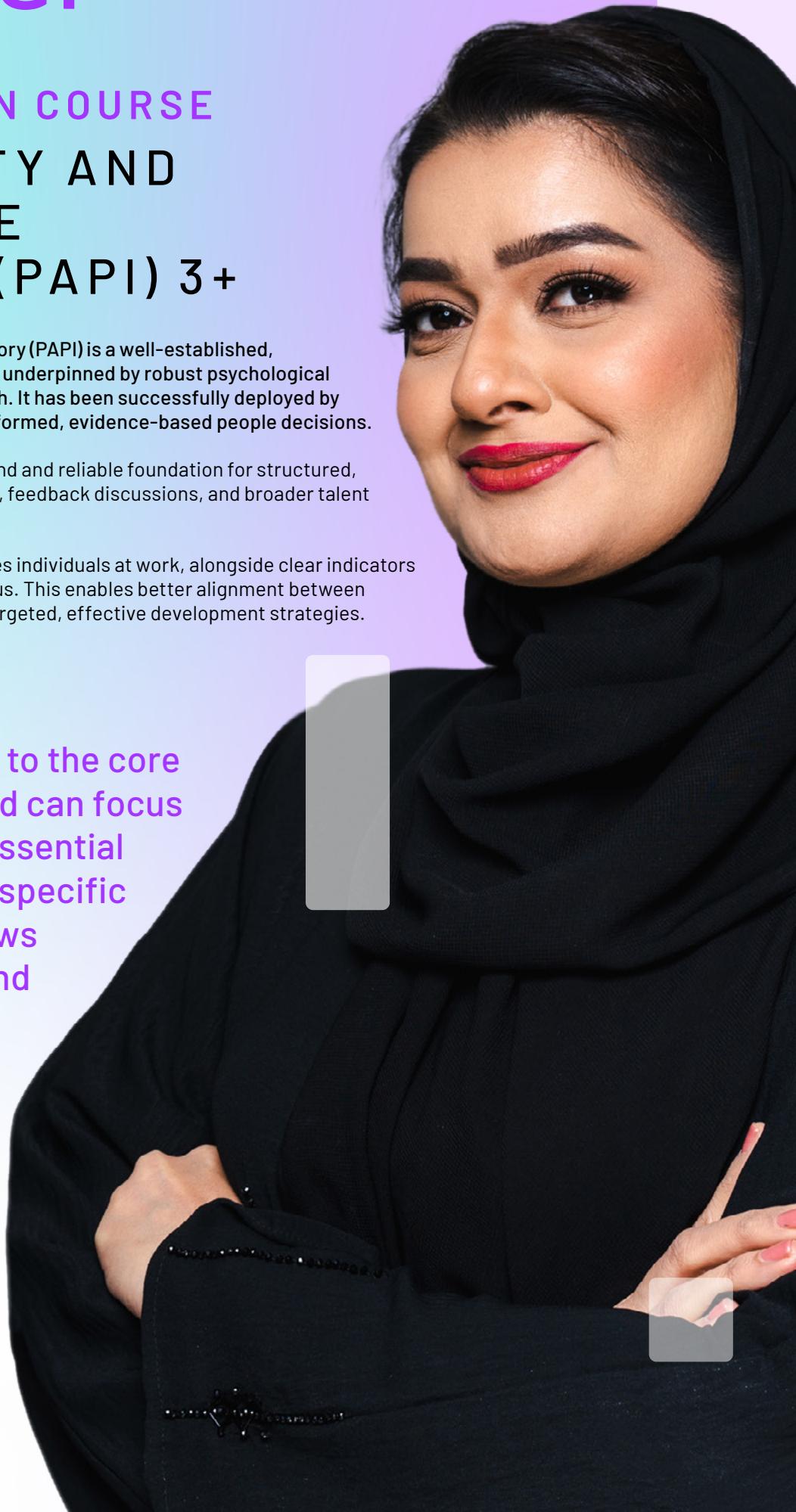
Quick to complete, PAPI provides a sound and reliable foundation for structured, productive conversations in interviews, feedback discussions, and broader talent decision-making contexts.

PAPI offers deep insight into what drives individuals at work, alongside clear indicators of role suitability and development focus. This enables better alignment between people and roles, and supports more targeted, effective development strategies.



By using PAPI, we get to the core issues more easily and can focus more quickly on the essential character traits for a specific position. Our interviews are more effective, and we are better able to inform our line managers about potential areas of concern.

- Petra Dekker, Corporate Campus Recruiter, TATA Steel



Course Overview

This comprehensive 2-day accreditation course equips delegates with a thorough understanding of PAPI3+, Talogy's flagship work-based personality assessment. The programme explores the theoretical foundations of the tool, its 26 underlying scales, and best-practice principles for accurate and ethical interpretation.

Throughout the course, practitioners will learn how to apply PAPI effectively across a range of talent management contexts, including recruitment, onboarding, individual development, and team development. Delegates will engage in extensive practical interpretation exercises, developing confidence in using scale combinations and translating results into meaningful insights.

The course also places strong emphasis on the delivery of high-quality feedback. Participants will practise providing feedback that is objective, balanced, and psychologically informed, ensuring it is both accessible and impactful for participants and stakeholders.

Learning Outcomes

By the end of this course, delegates will:

- Have the knowledge and skills to understand and interpret an individual's work-based personality and preferences
- Be introduced to the 26-scale PAPI3+ wheel and explore its application with guidance from expert Talogy trainers
- Understand how to use PAPI3+ appropriately and effectively within both selection and development processes
- Practise delivering effective, PAPI-based feedback sessions using a range of PAPI3+ reports
- Explore their own PAPI3+ profile to gain insight into their personal work-related preferences and behavioural style



To find out more about our PAPI3+ accreditation, please email coursesme@talogy.com

Who Will Benefit?

This course is suitable for professionals involved in assessment, development, and talent decision-making, including:

- Independent and in-house consultants
- HR professionals
- Learning and development professionals
- Occupational psychologists
- Coaches
- Hiring managers

Reports Available

PAPI offers both trained and untrained reports including for example:

- User Narrative Report
- Hypothesis Report
- Interview Guides
- Big Five Report
- Dynamic Report
- Sales Report
- Leadership Report
- Feedback Report
- Coaching Report
- Motivator Demotivator Report



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