Fire and Rescue Service

Behavioural Styles Questionnaire

Briefing for Participants

This briefing provides you with information about the Fire and Rescue Service Behavioural Styles Questionnaire. It describes why this test has been used, what the format of the test will be and how you can approach the testing session.

Why am I being asked to take a test?

This test will be used alongside other information about people's experience and talents, to assess whether a person has the right kind of strengths, attitudes and behaviours to meet the needs of a job.

This test has been chosen because it assesses capabilities that have been identified as important for successful performance in the role. Using tests offers a number of benefits, including the following:

- They provide an objective method of assessing people based on job-relevant criteria
- They give candidates an opportunity to demonstrate their strengths and abilities

What is the Fire and Rescue Service Behavioural Styles Questionnaire?

The Fire and Rescue Service Behavioural Styles Questionnaire measures your typical behaviour and preferences at work. The purpose of the questionnaire is to assess whether you have the right behaviours and attitudes to be effective in the role. This questionnaire invites you to review a number of statements and indicate which statements you completely agree with or completely disagree with on a sliding scale.

In the questionnaire, you will be presented with these statements about your typical behaviour at work in blocks of four. You will need to read each statement carefully and then decide the extent to which you agree or disagree with the statement using the rating scale below.

- Completely Disagree
- Strongly Disagree
- Somewhat Disagree
- Neither Agree nor Disagree
- Somewhat Agree
- Strongly Agree
- Completely Agree

Depending on your responses, you may also be asked to rank particular statements in terms of how well they describe your typical behaviour at work.

There is no time limit, but it should take approximately 20 to 25 minutes to complete the questionnaire. The test does not require any specialist knowledge to complete.

Below, you will find an example question which is similar to one you will be asked to complete when you take the Fire and Rescue Service Behavioural Styles Questionnaire. This will help you understand the format of the test and the types of questions that you will be asked.

Example Question

Some completed statements are shown below as an example, to help you understand the format of the questionnaire. In the example below, the respondent has indicated that they strongly agree with Statement 1 and 2, strongly disagree with Statement 3 and somewhat agree with Statement 4.

	Completely Disagree	Strongly Disagree	Somewhat Disagree	Neither Agree or Disagree	Somewhat Agree	Strongly Agree	Completely Agree
I ensure that I do things to the highest standard	○	○	○	○	○	●	○
I stay true to my beliefs, even when it is easier not to	○	○	○	○	○	●	○
I don't keep things hidden from other people	○	●	○	○	○	○	○
I don't leave tasks unfinished	○	○	○	○	●	○	○

When responding to the statements, keep in mind the following points:

- Think about each statement and think about the extent that they reflect your attitudes and behaviours

- Be as honest as possible and go with your initial instincts. Try not to overthink your response as it may impact on your performance negatively

- The questionnaire is concerned with your preference at work and not in your social life. Therefore, always try to answer in the context of work

Preparing for the Testing Session

- Make sure you have a good night's sleep before you take the test
- If you normally wear glasses or contact lenses, make sure you are wearing them when you take the test

During the Testing Session

- Follow the instructions for the test carefully
- If you are unsure about anything, speak to the test administrator before you begin
- Read each statement thoroughly
- Try to remain calm and focus on performing to the best of your ability.

Good luck with the test. We hope you have found this briefing useful.