

TALENTBRÜCKE – Training Maturity Questionnaire (New)



Range of Use

The TALENTBRÜCKE – Training Maturity Questionnaire (New) can be used for all age groups to record personal strengths (and fields of development). The questionnaire is characterized by the use of a language suitable for young people.

Structure and content

Since the TALENTBRÜCKE – Training Maturity Questionnaire (New) is a questionnaire which records a self-assessment of one's own personal characteristics, the items are statements about personal attitudes and behavior. The test consists of 50 items which are scaled between "- -" ("I do not agree at all") and "+ +" ("I fully agree"). Each of the nine dimensions (Perseverance & Patience; Courtesy & Helpfulness; Sense of Responsibility & Reliability; Conflict Management & Problem solving Skills; Motivation & Willingness to perform; Independence & Structured approach; Communication Skills & Critical Ability; Creativity & Ingenuity; Ability to work in a team & Willingness to cooperate) has a total of five items that fit the description of the respective dimension. In addition, a scale of social desirability was implemented.

Application and evaluation

Execution: To carry out the TALENTBRÜCKE – Training Maturity Questionnaire (New) a test sheet and a pen are required for each person.

Processing Time: There is no time limit. The average test processing time is about 15 - 20 minutes.

Multilingualism: The TALENTBRÜCKE – Training Maturity Questionnaire (New) is currently available in the following 23 languages: Albanian, Arabic, Bulgarian, Croatian, English, French, German, Greek, Italian, Kurdish (Kurmanji - Latin script), Pashtun, Persian (Dari / Farsi), Polish, Portuguese, Rwanda (Kinyawanda), Romanian, Russian, Serbian, Spanish, Swahili, Swedish, Turkish and Urdu. The report is available in German, English and Spanish.

Evaluation: The TALENTBRÜCKE – Training Maturity Questionnaire (New) is evaluated with the computer. The TALENTBRÜCKE software is used for the evaluation. The personality profile of the participant is presented in the promptly available result report. The self-assessment can also be presented in comparison with an external perception by observers.

Theoretical background and test development

The Criteria Catalogue on Training Readiness, which was published by the Federal Employment Agency in 2006, is the basis for the development of the TALENTBRÜCKE - Training Maturity Questionnaire (New). It aims at enabling a consensual assessment of the training maturity of young people. The TALENTBRÜCKE – Training Maturity Questionnaire was developed in 2012 as part of the potential analysis projects with secondary schools and focuses on the psychological characteristics of work behavior and personality. In 2019 the questionnaire was revised for the first time (FzA-N).