Interest in temperament/personality as a predictor of performance has been galvanized by a rapidly growing body of empirical evidence that shows temperament constructs predict performance across a diverse array of civilian and military occupations. The Tailored Adaptive Personality Assessment System (TAPAS), and its derivative cousin the WorkFORCE® Assessments, represent a new generation of temperament measures that 1) are fake-resistant, 2) utilize computer adaptive technology to measure well across a broad range of trait continua, and 3) are easily customized to meet the needs of many civilian and military organizations. These instruments use a two-alternative forced choice format, with pairs of statements selected from different facets of personality. The statements are constrained to be similar in extremity and social desirability, which reduces faking. Responses are scored with the Multidimensional Pairwise Preference (MDPP) item response theory model, which has been shown to eliminate the problem of ipsativity. Statements are paired adaptively to maximize psychometric information; simulation studies have found that a 50% reduction in test length is possible with no loss of reliability. Facets can be selected from a comprehensive set of 22 facets that underlie the Big Five personality dimensions. Validity studies have found that TAPAS predicts attrition and “will do” aspects of performance.