

See Talent More Clearly™

# Workplace Personality Inventory<sup>™</sup> - II

## **PROFILE REPORT**

John Sample 30 May 2013

For Optimal Hiring Results

The Workplace Personality Inventory - II (WPI-II) should be used in conjunction with other screening products and processes. The WPI-II is an ideal complement to an ability assessment and a behavior-based interview.

The relevance of each WPI-II competency varies by role. Job analysis results should be used to identify the work styles needed for the particular role for which you are making a selection decision.

For more information on best practices for using test scores in selection decisions, please consult the WPI-II How-To-Guide, the Uniform Guidelines for Employee Selection Procedure, the Standards for Educational and Psychological Testing, or the Principles for the Validation and Use of Personnel Selection Procedures.

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ALWAYS LEARNING



### Six Drivers of Work Performance

#### **Achievement**

Consistently and proactively initiates tasks and takes on responsibilities, sets ambitious goals, and strives to successfully meet or exceed those goals; persists in the face of stiff challenges or set-backs.

#### Social Influence

Comfortably initiates interpersonal exchanges, seeks people out, and enjoys working with others; willing to lead others and proactively offer input

#### Interpersonal

Presents an approachable, encouraging, and cooperative demeanor. Is sensitive to the needs of others and maintains a pleasant or good-natured style.

#### Self Adjustment

Adapts and adjusts personal reactions and behaviors; manages emotions productively and tolerates stress with resilience.

#### Conscientiousness

Consistently strives to deliver quality work on time. Carefully follows rules and procedures and is seen by others as a reliable corporate citizen.

#### Practical Intelligence

Uses innovation, analytical thinking and an independent approach to solve problems and get

### How to Use the WPI-II Profile Report

The WPI-II measures work styles that influence job success.

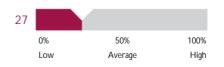
On this page, the candidate is compared to others in the norm group across six work style domains. These domains provide a broader description of behaviors related to job success.

Page 3 of the report provides a comparison across sixteen specific work styles. This detailed view describes more distinct behaviors within the broader domains.

### Validity of this Report

The candidate's responses suggest that they acknowledged common self limitations and responded to questions more openly than most individuals in the selected norm group. The results of this report appear to be valid.

#### Unlikely Virtues = 27%



Norm Group Managers

Percentile Scores

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### Sixteen Work Styles

#### Achievement Domain

Achievement/Effort Exerts limited effort toward achieving goals; does not set challenging goals

#### Persistence

May not persist in the face of difficulties, obstacles, or when success seems unlikely

### Initiative

Limited interest in volunteering for or taking on new work responsibilities or challenges

#### Social Influence Domain

Leadership Orientation Limited interest in taking charge and directing or leading others; may hesitate to provide input or opinions

#### Social Orientation

Prefers working alone or in small groups; does not actively seek out personal connections with colleagues

#### Interpersonal Domain

Cooperation May not consistently demonstrate a good-natured, helpful, pleasant style

Concern for Others May not consistently show empathy and insight into the feelings and needs of others

#### Self Adjustment Domain

Self Control Expresses emotions openly and may have difficulty containing emotions when provoked

Stress Tolerance Becomes uncomfortable in high pressure situations or when under stress; sensitive to criticism

Adaptability/Flexibility Prefers a standard, predictable, routine work environment

#### **Conscientiousness Domain**

Dependability May be casual or inconsistent about completing work obligations

> Attention to Detail May miss or overlook important details

#### **Rule Following**

May not strictly adhere to rules or regulations across all situations

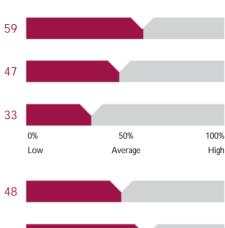
#### Practical Intelligence Domain

#### Innovation Follows a conventional approach and uses established practices when addressing issues or problems

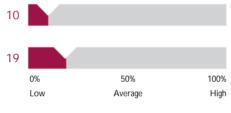
Analytical Thinking May not analyze complex issues in depth; may miss opportunities to use logic to resolve issues or problems

#### Independence

Prefers others to define tasks and way of doing things; may be uncomfortable with ambiguity



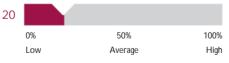


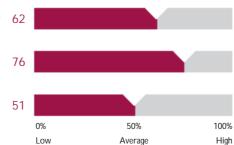












#### Achievement/Effort

Establishes and exerts extensive effort toward achieving challenging work goals

#### Persistence

Tends to be highly persistent on the job, even when faced with obstacles or difficulties

Initiative Enjoys taking on new or additional work responsibilities and challenges

Leadership Orientation Quick to take charge, lead others and offer opinions; very high scores may be overly assertive at times

Social Orientation Enjoys working with others; actively seeks out personal connections with colleagues; very high scorers may not be comfortable working alone

Cooperation Likely to be seen by others as good-natured, approachable and quick to help others

#### Concern for Others

Viewed by others as perceptive and caring, able to discern other peoples' feelings and needs

#### Self Control

Keeps emotions in check even in difficult situations

#### Stress Tolerance

Remains calm in high pressure situations; accepts criticism

#### Adaptability/Flexibility

Enjoys change and variety in the workplace; comfortable with ambiguity

#### Dependability

Seeks to consistently fulfill obligations with quality work

#### Attention to Detail

Likely to excel at tasks requiring a strong focus on details and thoroughness

#### Rule Following

Strictly adheres to rules and regulations; does things "by the book"

#### Innovation

Enjoys producing new or creative ideas to address work-related issues or problems

Analytical Thinking Enjoys analyzing complex issues in depth and using logic to address work-related issues or problems

#### Independence

Prefers freedom to guide self with little or no supervision; develops own way of doing things; deals comfortably with ambiguity

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