

Workplace Personality Inventory™-II

PROFILE REPORT

Sample WPI

16 Jul 2024

For Optimal Hiring Results

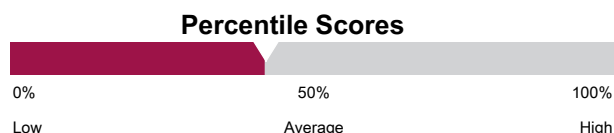
The Workplace Personality Inventory-II should be used in conjunction with other screening products and processes. The Workplace Personality Inventory-II is an ideal complement to an ability assessment and a behavior-based interview.

The relevance of each Workplace Personality Inventory-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.

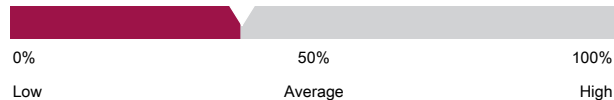
For more information on best practices for using test scores in selection decisions, please consult the Workplace Personality Inventory-II How-To-Guide, the Uniform Guidelines for Employee Selection Procedure, the Standards for Educational and Psychological Testing, or the Principles for the Validation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

Six Drivers of Work Performance

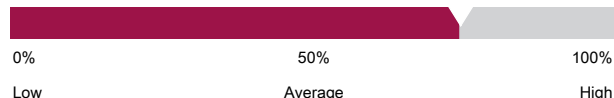
Achievement 42
Consistently and proactively initiates tasks and takes on responsibilities, sets ambitious goals, and strives to successfully meet or exceed those goals; persists in the face of stiff challenges or set-backs.



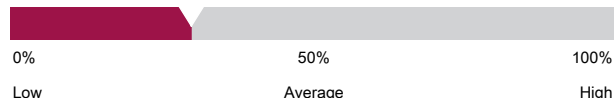
Social Influence 38
Comfortably initiates interpersonal exchanges, seeks people out, and enjoys working with others; willing to lead others and proactively offer input and advice.



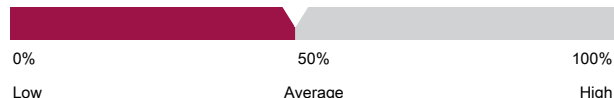
Interpersonal 74
Presents an approachable, encouraging, and cooperative demeanor. Is sensitive to the needs of others and maintains a pleasant or good-natured style.



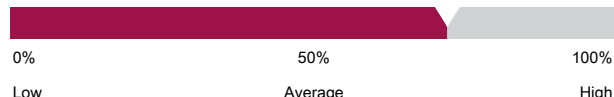
Self Adjustment 30
Adapts and adjusts personal reactions and behaviors; manages emotions productively and tolerates stress with resilience.



Conscientiousness 47
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 72
Uses innovation, analytical thinking and an independent approach to solve problems and get work done.



How to Use the Workplace Personality Inventory-II Profile Report

The Workplace Personality Inventory-II measures work styles that influence job success.

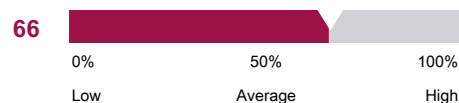
On this page, the candidate is compared to others in the norm group across six work style domains. These domains provide a broader description of behaviors related to job success.

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 was less likely to acknowledge common self limitations than most individuals in the selected norm group. Responses suggest that they created a favorable impression, and as such, work style scores may be slightly inflated.

Unlikely Virtues = 66



Sixteen Work Styles**Percentile Scores****Achievement****Achievement/Effort 34**

Exerts limited effort toward achieving goals; does not set challenging goals

Persistence 69

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

Initiative 22

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

Social Influence**Leadership Orientation 51**

Has limited interest in taking charge and directing or leading others; may hesitate to provide input or opinions

Social Orientation 31

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

Interpersonal**Cooperation 81**

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

Concern for Others 59

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

Self Adjustment**Self Control 52**

Expresses emotions openly and may have difficulty containing emotions when provoked

Stress Tolerance 24

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

Adaptability/Flexibility 24

Prefers a standard, predictable, routine work environment

Conscientiousness**Dependability 57**

May be casual or inconsistent about completing work obligations

Attention to Detail 56

May miss or overlook important details

Rule Following 31

May not strictly adhere to rules or regulations across all situations

Practical Intelligence**Innovation 64**

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

Analytical Thinking 77

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

Independence 58

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

Is 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

Is 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 people's 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

Is 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