

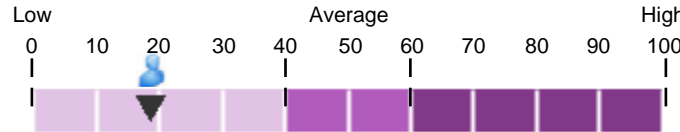
Workplace Personality Inventory

Name John Sample **Date of Testing** 10/21/2010
Organization Pearson Sample Corporation **Norm Group** Managers

Achievement Orientation

Achievement/Effort

Is unlikely to set challenging work goals, and may exert a low level of effort toward achievement of goals

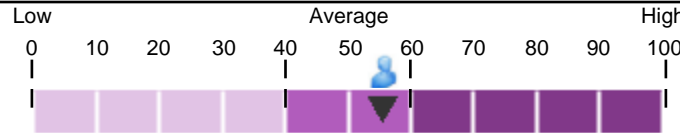


Candidate Percentile: 19

Is likely to establish, maintain, and exert extensive effort toward achievement of challenging work goals

Persistence

May not persist when faced with difficulties or obstacles, or when success seems unlikely

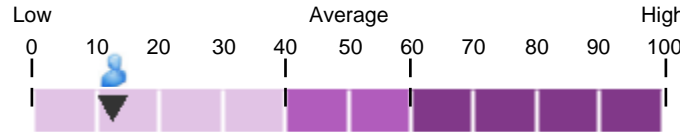


Candidate Percentile: 56

Is likely to be highly persistent on the job, even when faced with obstacles or difficulties, or when success seems unlikely

Initiative

Is likely to have little interest in volunteering for or taking on new work responsibilities or challenges



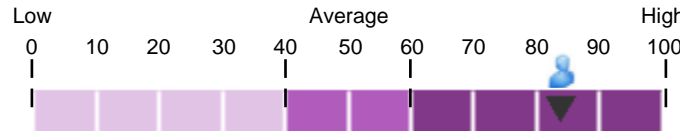
Candidate Percentile: 13

Enjoys taking on new or additional work responsibilities and challenges

Social Influence

Leadership Orientation

Appears to have little or no interest in taking charge, or directing and leading others; may be hesitant to offer opinions



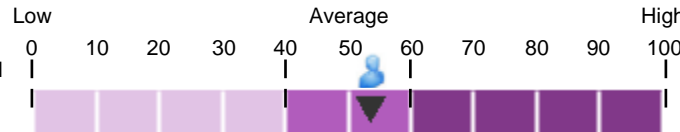
Candidate Percentile: 84

Is prone to taking charge, leading others, and offering opinions; very high scores may push others too firmly

Interpersonal Orientation

Cooperation

May not be consistently pleasant, good-natured, or cooperative

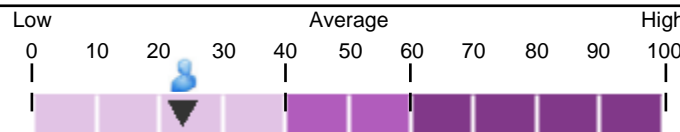


Candidate Percentile: 54

Is likely to consistently demonstrate a pleasant, good-natured, and cooperative attitude with others on the job

Concern for Others

May miss opportunities to demonstrate sensitivity, caring, and support for others on the job

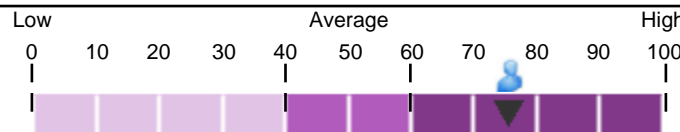


Candidate Percentile: 24

Is highly sensitive to the needs and feelings of others, and highly supportive; very high scores may hesitate to deliver tough messages

Social Orientation

Is likely to prefer working alone or in small groups, and to be indifferent as to whether work colleagues are personal friends



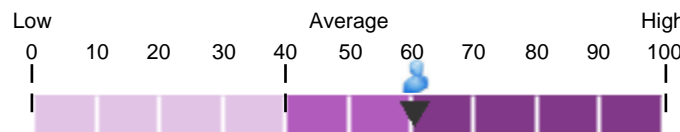
Candidate Percentile: 76

Enjoys working with others on the job and having work colleagues as friends; very high scores may be uncomfortable working alone

Independence

Independence

Is likely to have to rely on others to define tasks and ways of doing things, and to help get the job done; may not deal effectively with ambiguity



Candidate Percentile: 61

Prefers freedom to guide self with little or no supervision and develop own way of doing things; deals effectively with ambiguity; very high scores may be uncomfortable with supervision

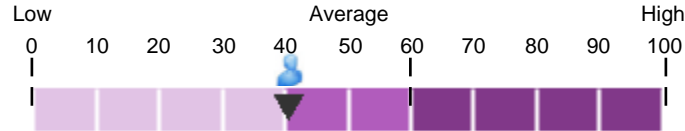


Workplace Personality Inventory

Adjustment

Self-Control

May not maintain composure as consistently as peers; may be prone toward open displays of anger or aggressive behavior

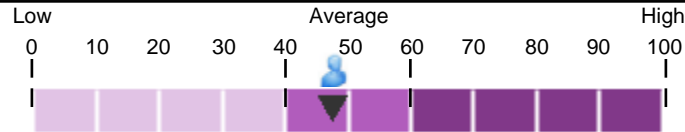


Candidate Percentile: 41

Is likely to maintain composure, control anger, and avoid aggressive behavior, even in very difficult situations

Stress Tolerance

May have little tolerance for criticism, or for stress imposed by other people or circumstances

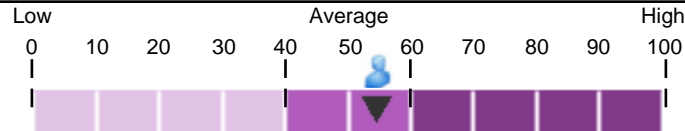


Candidate Percentile: 48

Is likely to accept criticism well, and remain calm even when facing high pressure or stress imposed by other people or circumstances

Adaptability/Flexibility

Is unlikely to enjoy or look forward to change or variety in the workplace



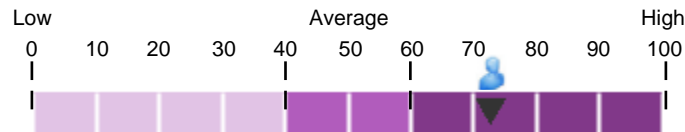
Candidate Percentile: 55

Enjoys and looks forward to change and variety in the workplace

Conscientiousness

Dependability

May be casual about or inconsistent in fulfilling job and work obligations

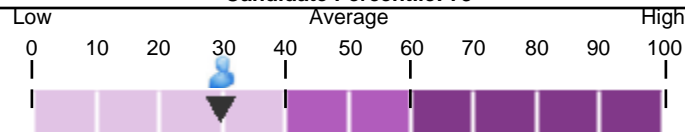


Candidate Percentile: 73

Is likely to consistently fulfill job and work obligations

Attention to Detail

Is likely to prefer tasks and issues requiring a more global focus to those requiring high attention to detail

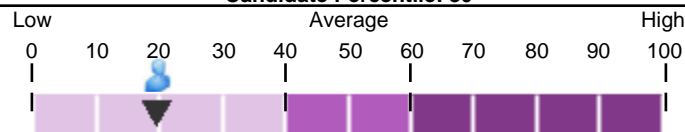


Candidate Percentile: 30

Enjoys and is likely to excel at tasks requiring a strong focus on detail and a need for thoroughness

Integrity/Rule-following

Is unlikely to demonstrate strict adherence to rules and regulations in all situations



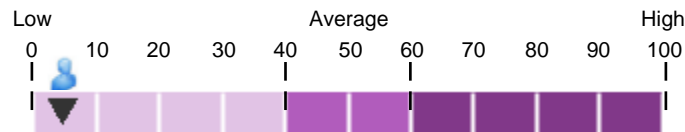
Candidate Percentile: 20

Is likely to demonstrate strict adherence to rules and regulations and to do things "by the book"

Practical Intelligence

Innovation

Is likely to be more conventional than creative in addressing work-related issues or problems

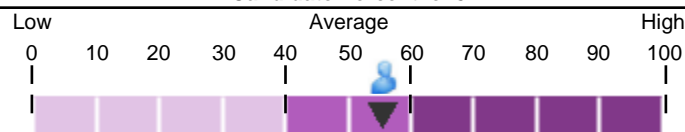


Candidate Percentile: 5

Enjoys producing new or creative ideas for addressing work-related issues or problems

Analytical Thinking

May not enjoy analyzing complex issues in depth and may miss opportunities to use logic to resolve work-related issues or problems



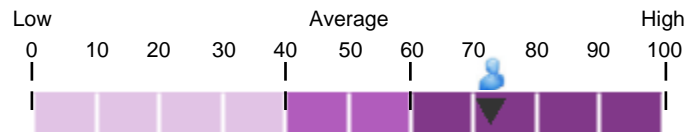
Candidate Percentile: 56

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

Unlikely Virtues

Unlikely Virtues

Acknowledged self-limitations in responses; not concerned about making a positive impression



Candidate Percentile: 73

Minimized self-limitations in responses; appears concerned about making a positive impression

Workplace Personality Inventory

For Optimal Hiring Results

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

The relevance of each WPI 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 How-To-Guide*, the *Uniform Guidelines for Employee Selection Procedures*, the *Standards for Educational and Psychological Testing*, or the *Principles for the Validation and Use of Personnel Selection Procedures*.