

WORK PERSONALITY
 **INDEX**
SELECT

John Sample

About this Report

This report is a confidential summary of Mr. Sample's responses to the Work Personality Index[®] (WPI). The WPI describes key features of Mr. Sample's personal style that influence his approach to tasks, ways of interacting with people, and performance at work. The Select Report contains a graphic summary of his results, along with interpretive notes describing the likely meaning of his scores. The narrative descriptions are based on research findings and inferences that personality assessment experts might make given his preferences. The descriptions of his personality and behavioural style are based on Sten scores.

The WPI Select Report focuses on those personal characteristics and tendencies that influence how an individual performs in work settings. The WPI measures 5 global personality characteristics and 21 primary traits that provide a comprehensive overview of an individual's work personality. Mr. Sample's results provide extensive information about his preferences, strengths, and weaknesses in work environments.

When interpreting Mr. Sample's results, it is important to remember that his scores are not good or bad, only more or less appropriate to certain types of work. For example, high scores on Ambition may be important for success in some occupations, but detrimental in other types of work. Therefore, Mr. Sample's results should be used to highlight his preferences and motivations and examine how they relate to more or less effective work performance.
























The statements and results contained in this report should be treated confidentially. As the results are based on Mr. Sample's own view of his behaviour, the accuracy of the results depends upon both his honesty and self-awareness. Therefore, the results should be viewed as hypotheses to be validated with other sources of data such as interviews and other assessment results.

The shelf life of the information in this report is approximately 12-18 months. However, if Mr. Sample has undergone significant changes in his work roles, retesting should be considered.

The results on the WPI scales are presented as Sten Scores, which range from 1 to 10 with an average of 5.5. These scores compare the responses on the WPI items to those of a large sample of working adults. The number in the middle of the circle indicates the candidate's score on the scale. The range of scores is shown below.



Profile

Energy and Drive	 Energy	 Ambition	 Leadership	 Social Confidence	 Persuasion
	 Initiative	 Flexibility	 Multi-Tasking		
Working with Others	 Outgoing	 Teamwork	 Concern for Others	 Democratic	
Work Style	 Dependability	 Persistence	 Rule-Following	 Attention to Detail	 Planning
Problem Solving Style	 Innovation	 Analytical Thinking			
Dealing with Pressure and Stress	 Self-Control	 Stress Tolerance			
Special Scales	 Managerial and Leadership Potential	 Sales Potential			

Profile Validity

The candidate's responses to the questionnaire follow a typical pattern.

Energy and Drive

Energy



- Is very energetic
- Likes to be very active and busy
- Enjoys having a lot of things to do
- Seeks out excitement
- Prefers demanding and challenging tasks
- Works well in circumstances that require extensive effort
- May become bored and disengaged if work is slow-paced

Ambition



- Is very ambitious and enjoys challenging situations and tasks
- Sets demanding goals and works hard to achieve them
- Focused on success and getting ahead; opportunities for career advancement are important
- Strives to go beyond expectations when working on tasks
- Compares their performance against that of others; tries to surpass others' achievements
- Appears to be very competitive, driven and determined

Leadership



- Is very forceful and decisive
- Derives a great deal of satisfaction from being in a leadership position, taking charge and making decisions
- Comfortable influencing and directing others, and naturally gravitates towards leadership roles
- Approach to working with co-workers and subordinates is much more directive than collaborative
- Because of the inclination to take charge, they may dislike being managed by others
- Likely to be effective in positions where taking charge and making tough decisions are required

Social Confidence



- Very comfortable and self-assured in social situations
- Enjoys being the centre of attention
- Is very confident during social interactions
- At ease with strangers
- Confident and poised in almost all situations

Energy and Drive

Persuasion



- Is very comfortable influencing people
- Enjoys negotiating and bargaining with others
- Enjoys trying to change people's opinions or perspectives
- Finds selling easy and is comfortable in sales positions
- Comes across as persuasive

Initiative



- Very proactive and willing to take initiative
- Interested in new challenges
- Enjoys taking on new responsibilities
- Will likely be a self-starter who quickly capitalizes on opportunities
- Comfortable starting projects without help or guidance from others
- Willing to take on tasks that are outside their typical work activities
- Can become bored in positions that are overly predictable and do not allow for frequent personal initiative

Flexibility



- Very flexible and adaptable
- Prefers variety, and is very open to change
- Frequently enjoys trying new approaches
- May change things for the sake of change, not because it is needed
- Will quickly adjust to new work roles, processes and environments
- Dislikes routine, structure and predictable work

Multi-Tasking



- Enjoys juggling several activities at a time
- Feels that they do their best work when they have many tasks to complete
- Likes having a lot of projects on the go at the same time
- Prefers to be given many assignments and tasks to perform
- Seeks out a variety of tasks and activities during the day
- Is comfortable coping with multiple demands

Working with Others

Outgoing



- Is very outgoing and sociable
- Enjoys meeting new people, is very comfortable in groups, and likes making friends at work
- Values interacting with people and may find it difficult to go without social interaction
- Prefers to work with others
- Looks forward to socializing and tends to be lively and animated in groups
- Quickly shares thoughts and ideas

Teamwork



- Reports an average level of teamwork
- Is generally cooperative and supportive
- Prefers occupations that allow a mix of independent and group work
- Usually enjoys working in a collaborative setting but appreciates having some tasks that can be completed independently
- In spite of the desire to maintain a co-operative environment will be willing to take a stand for unpopular positions when it is important

Concern for Others



- Reports an average level of concern for others
- Displays an average level of caring and sensitivity for others
- At times, is quite in tune to others' feelings, adopting a sympathetic and understanding approach
- Sympathy may be selective and withheld from people perceived to be facing less serious challenges
- Has insight into interpersonal dynamics, but also experiences some detachment when making unpopular decisions
- May experience stress and moments of indecision if work responsibilities require many decisions that could have a negative impact on people

Democratic



- Very comfortable making decisions independently
- Prefers little to no supervision
- Self-reliant and secure working without the support of others
- When making decisions, will rarely consult co-workers, and almost never asks for advice
- Feels most effective when able to solve problems on their own
- Values autonomy and self-sufficiency

Work Style

Dependability



- Reports a high level of dependability
- Places a great deal of importance on meeting deadlines and completing work on time
- Reports being very concerned about meeting obligations and following through on all commitments
- Is likely seen by others as very conscientious, responsible and trustworthy
- Considers meeting deadlines and completing tasks very important

Persistence



- Enjoys putting in a concentrated effort to overcome difficult obstacles
- Does not give up when encountering problems
- Is unlikely to leave things unfinished
- Displays a high level of persistence
- Has a hard time giving up on tasks; may not recognize when certain projects are no longer worth completing

Attention to Detail



- Pays close attention to detail
- Works best when the steps required to accomplish a goal are well defined
- Is thorough and checks work carefully for errors
- Has a strong desire to do things correctly
- Sets relatively high standards
- At times may come across as being somewhat of a perfectionist
- May get hung up on minor details at times, missing the big picture

Work Style

Rule-Following



- Reports a low level of rule-following
- Adopts a casual approach to work procedures and guidelines
- Is very open to bending rules and procedures in order to make progress
- Prefers general guidelines over precise regulations
- Finds it hard to work under strict rules and regulations
- Will ignore rules that they do not think make sense
- Prepared to use non-standard approaches to tasks when the established procedures are not effective
- Will be very flexible in their approach to completing tasks

Planfulness



- Feels at ease with structured and detailed plans
- Believes efficient work routines need long-term plans
- Enjoys making detailed plans before starting most projects
- Enjoys planning and thinking about the future in a structured way
- May find it difficult to adjust plans as a situation evolves
- May find it difficult to begin a task without a detailed plan, when time is limited or when they must act immediately

Problem Solving Style

Innovation



- Sees self as very imaginative, inventive and creative
- Has a lot of original ideas; thinks outside the box
- Enjoys finding novel solutions to problems
- Willing to consider almost all ideas and solutions, no matter how unconventional they are
- Values creativity more than practicality
- Likes thinking up new ways of doing things
- Willing to break new ground and try new things

Analytical Thinking



- Enjoys critically analyzing information
- Is very comfortable discussing abstract matters
- Tends to be very analytical, logical and theoretical
- Is very deliberate and logical, taking time to think things through
- Likes to search for themes and patterns in data
- Seeks to understand things in-depth

Dealing with Pressure and Stress

Self-Control



- Reports a low level of self-control
- Sees self as outspoken and is very open with thoughts and feelings
- Finds it difficult to conceal feelings from others
- When things go wrong, tends to get upset easily
- When things are going well, shows enthusiasm and excitement
- Is more intense than calm

Stress Tolerance



- Tolerates stress well
- Is able to work effectively in most high-pressure situations
- Is seldom overwhelmed by concerns and is able to maintain effective work behaviour in the face of setbacks
- Doesn't take criticism personally
- Finds it relatively easy to relax and can act as a calming influence on others in tense situations
- Will take most situations in stride, and manage them in a balanced, adaptive way

Special Scales

Management and Leadership Potential



The Management and Leadership Potential score indicates the degree to which an individual's results are similar to those observed for people who are successful in management and leadership roles. Higher scores indicate a greater level of similarity to people working in management and leadership positions.

Sales Potential



The Sales Potential score indicates the degree to which an individual's results are similar to those observed for people who are successful in sales careers. Higher scores indicate a greater level of similarity to people working in sales roles.