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.
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%
### Sixteen Work Styles

#### Achievement Domain

- **Achievement/Effort**
  - Exerts limited effort toward achieving goals; does not set challenging goals
  - Percentile Score: 47

- **Persistence**
  - May not persist in the face of difficulties, obstacles, or when success seems unlikely
  - Percentile Score: 33

- **Initiative**
  - Limited interest in volunteering for or taking on new work responsibilities or challenges
  - Percentile Score: 59

#### Social Influence Domain

- **Leadership Orientation**
  - Limited interest in taking charge and directing or leading others; may hesitate to provide input or opinions
  - Percentile Score: 48

- **Social Orientation**
  - Prefers working alone or in small groups; does not actively seek out personal connections with colleagues
  - Percentile Score: 61

#### Interpersonal Domain

- **Cooperation**
  - May not consistently demonstrate a good-natured, helpful, pleasant style
  - Percentile Score: 10

- **Concern for Others**
  - May not consistently show empathy and insight into the feelings and needs of others
  - Percentile Score: 19

#### Self Adjustment Domain

- **Self Control**
  - Expresses emotions openly and may have difficulty containing emotions when provoked
  - Percentile Score: 54

- **Stress Tolerance**
  - Becomes uncomfortable in high pressure situations or when under stress, sensitive to criticism
  - Percentile Score: 66

- **Adaptability/Flexibility**
  - Prefers a standard, predictable, routine work environment
  - Percentile Score: 62

#### Conscientiousness Domain

- **Dependability**
  - May be casual or inconsistent about completing work obligations
  - Percentile Score: 9

- **Attention to Detail**
  - May miss or overlook important details
  - Percentile Score: 15

- **Rule Following**
  - May not strictly adhere to rules or regulations across all situations
  - Percentile Score: 20

#### Practical Intelligence Domain

- **Innovation**
  - Follows a conventional approach and uses established practices when addressing issues or problems
  - Percentile Score: 62

- **Analytical Thinking**
  - May not analyze complex issues in depth; may miss opportunities to use logic to resolve issues or problems
  - Percentile Score: 76

- **Independence**
  - Prefers others to define tasks and way of doing things; may be uncomfortable with ambiguity
  - Percentile Score: 51

### Percentile Scores

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<thead>
<tr>
<th>Domain</th>
<th>Low</th>
<th>Average</th>
<th>High</th>
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<tbody>
<tr>
<td>Achievement/Effort</td>
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<td>50%</td>
<td>100%</td>
</tr>
<tr>
<td>Persistence</td>
<td>47%</td>
<td>33%</td>
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</tr>
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