

# Workplace Personality Inventory™ - II

## PROFILE REPORT

John Sample

30 May 2013

### For Optimal Hiring Results

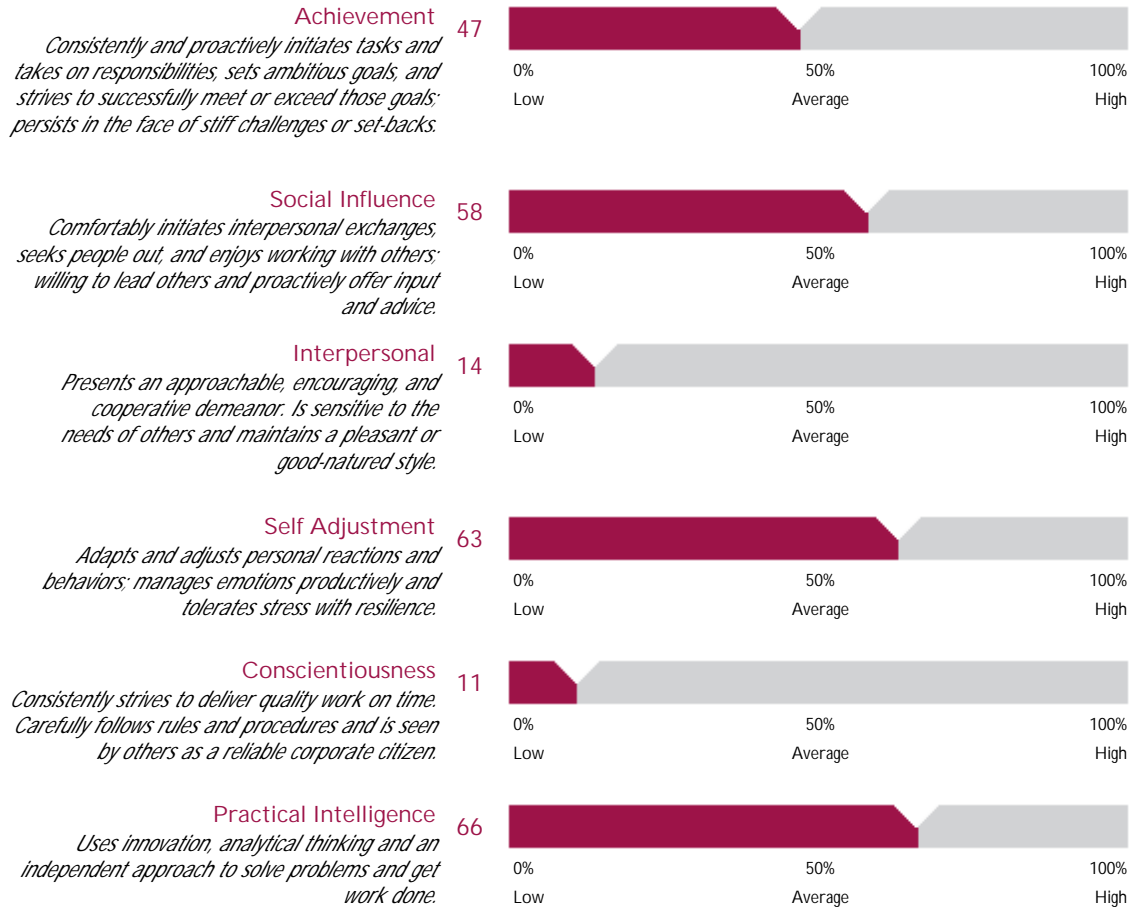
The Workplace Personality Inventory - II (WPI-II) should be used in conjunction with other screening products and processes. The WPI-II is an ideal complement to an ability assessment and a behavior-based interview.

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.

## Six Drivers of Work Performance

## Percentile Scores



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

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

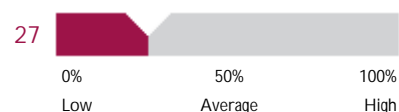
On this page, the candidate is compared to others in the norm group across six work style domains. These domains provide a broader description of behaviors related to job success.

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

Percentile Scores

