### Achievement Orientation

<table>
<thead>
<tr>
<th>Achievement/Effort</th>
<th>Low</th>
<th>Average</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is unlikely to set challenging work goals, and may exert a low level of effort toward achievement of goals</td>
<td><img src="https://example.com/achievement-low" alt="Chart" /></td>
<td><img src="https://example.com/achievement-average" alt="Chart" /></td>
<td><img src="https://example.com/achievement-high" alt="Chart" /></td>
</tr>
<tr>
<td>Is likely to establish, maintain, and exert extensive effort toward achievement of challenging work goals</td>
<td><img src="https://example.com/achievement-low" alt="Chart" /></td>
<td><img src="https://example.com/achievement-average" alt="Chart" /></td>
<td><img src="https://example.com/achievement-high" alt="Chart" /></td>
</tr>
</tbody>
</table>

**Candidate Percentile:** 19

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Low</th>
<th>Average</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is likely to have little interest in volunteering for or taking on new work responsibilities or challenges</td>
<td><img src="https://example.com/initiative-low" alt="Chart" /></td>
<td><img src="https://example.com/initiative-average" alt="Chart" /></td>
<td><img src="https://example.com/initiative-high" alt="Chart" /></td>
</tr>
<tr>
<td>Enjoys taking on new or additional work responsibilities and challenges</td>
<td><img src="https://example.com/initiative-low" alt="Chart" /></td>
<td><img src="https://example.com/initiative-average" alt="Chart" /></td>
<td><img src="https://example.com/initiative-high" alt="Chart" /></td>
</tr>
</tbody>
</table>

**Candidate Percentile:** 13

### Social Influence

<table>
<thead>
<tr>
<th>Leadership Orientation</th>
<th>Low</th>
<th>Average</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appears to have little or no interest in taking charge, or directing and leading others; may be hesitant to offer opinions</td>
<td><img src="https://example.com/leadership-low" alt="Chart" /></td>
<td><img src="https://example.com/leadership-average" alt="Chart" /></td>
<td><img src="https://example.com/leadership-high" alt="Chart" /></td>
</tr>
<tr>
<td>Is prone to taking charge, leading others, and offering opinions; very high scores may push others too firmly</td>
<td><img src="https://example.com/leadership-low" alt="Chart" /></td>
<td><img src="https://example.com/leadership-average" alt="Chart" /></td>
<td><img src="https://example.com/leadership-high" alt="Chart" /></td>
</tr>
</tbody>
</table>

**Candidate Percentile:** 84

### Interpersonal Orientation

<table>
<thead>
<tr>
<th>Cooperation</th>
<th>Low</th>
<th>Average</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>May not be consistently pleasant, good-natured, or cooperative</td>
<td><img src="https://example.com/cooperation-low" alt="Chart" /></td>
<td><img src="https://example.com/cooperation-average" alt="Chart" /></td>
<td><img src="https://example.com/cooperation-high" alt="Chart" /></td>
</tr>
<tr>
<td>Is likely to consistently demonstrate a pleasant, good-natured, and cooperative attitude with others on the job</td>
<td><img src="https://example.com/cooperation-low" alt="Chart" /></td>
<td><img src="https://example.com/cooperation-average" alt="Chart" /></td>
<td><img src="https://example.com/cooperation-high" alt="Chart" /></td>
</tr>
</tbody>
</table>

**Candidate Percentile:** 54

<table>
<thead>
<tr>
<th>Concern for Others</th>
<th>Low</th>
<th>Average</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>May miss opportunities to demonstrate sensitivity, caring, and support for others on the job</td>
<td><img src="https://example.com/concern-low" alt="Chart" /></td>
<td><img src="https://example.com/concern-average" alt="Chart" /></td>
<td><img src="https://example.com/concern-high" alt="Chart" /></td>
</tr>
<tr>
<td>Is highly sensitive to the needs and feelings of others, and highly supportive; very high scores may hesitate to deliver tough messages</td>
<td><img src="https://example.com/concern-low" alt="Chart" /></td>
<td><img src="https://example.com/concern-average" alt="Chart" /></td>
<td><img src="https://example.com/concern-high" alt="Chart" /></td>
</tr>
</tbody>
</table>

**Candidate Percentile:** 24

### Social Orientation

<table>
<thead>
<tr>
<th>Social Orientation</th>
<th>Low</th>
<th>Average</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is likely to prefer working alone or in small groups, and to be indifferent as to whether work colleagues are personal friends</td>
<td><img src="https://example.com/social-low" alt="Chart" /></td>
<td><img src="https://example.com/social-average" alt="Chart" /></td>
<td><img src="https://example.com/social-high" alt="Chart" /></td>
</tr>
<tr>
<td>Enjoys working with others on the job and having work colleagues as friends; very high scores may be uncomfortable working alone</td>
<td><img src="https://example.com/social-low" alt="Chart" /></td>
<td><img src="https://example.com/social-average" alt="Chart" /></td>
<td><img src="https://example.com/social-high" alt="Chart" /></td>
</tr>
</tbody>
</table>

**Candidate Percentile:** 76

### Independence

<table>
<thead>
<tr>
<th>Independence</th>
<th>Low</th>
<th>Average</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>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</td>
<td><img src="https://example.com/independence-low" alt="Chart" /></td>
<td><img src="https://example.com/independence-average" alt="Chart" /></td>
<td><img src="https://example.com/independence-high" alt="Chart" /></td>
</tr>
<tr>
<td>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</td>
<td><img src="https://example.com/independence-low" alt="Chart" /></td>
<td><img src="https://example.com/independence-average" alt="Chart" /></td>
<td><img src="https://example.com/independence-high" alt="Chart" /></td>
</tr>
</tbody>
</table>

**Candidate Percentile:** 61
## Workplace Personality Inventory

### Adjustment

#### Self-Control
- **Low**
- **Average**
- **High**
- May not maintain composure as consistently as peers; may be prone toward open displays of anger or aggressive behavior
- Is likely to maintain composure, control anger, and avoid aggressive behavior, even in very difficult situations

#### Stress Tolerance
- **Low**
- **Average**
- **High**
- May have little tolerance for criticism, or for stress imposed by other people or circumstances
- Is likely to accept criticism well, and remain calm even when facing high pressure or stress imposed by other people or circumstances

#### Adaptability/Flexibility
- **Low**
- **Average**
- **High**
- Is unlikely to enjoy or look forward to change or variety in the workplace
- Enjoys and looks forward to change and variety in the workplace

### Conscientiousness

#### Dependability
- **Low**
- **Average**
- **High**
- May be casual about or inconsistent in fulfilling job and work obligations
- Is likely to consistently fulfill job and work obligations

#### Attention to Detail
- **Low**
- **Average**
- **High**
- Is likely to prefer tasks and issues requiring a more global focus to those requiring high attention to detail
- Enjoys and is likely to excel at tasks requiring a strong focus on detail and a need for thoroughness

#### Integrity/Rule-following
- **Low**
- **Average**
- **High**
- Is unlikely to demonstrate strict adherence to rules and regulations in all situations
- Is likely to demonstrate strict adherence to rules and regulations and to do things “by the book”

### Practical Intelligence

#### Innovation
- **Low**
- **Average**
- **High**
- Is likely to be more conventional than creative in addressing work-related issues or problems
- Enjoys producing new or creative ideas for addressing work-related issues or problems

#### Analytical Thinking
- **Low**
- **Average**
- **High**
- May not enjoy analyzing complex issues in depth and may miss opportunities to use logic to resolve work-related issues or problems
- Enjoys analyzing complex issues in depth and using logic to address work-related issues and problems

### Unlikely Virtues

#### Unlikely Virtues
- **Low**
- **Average**
- **High**
- Acknowledged self-limitations in responses; not concerned about making a positive impression
- 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.