

Work Personality Index



Select Report For:

John Sample

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Sequence Number:1000150

wpi **select**
Work Personality Index

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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 behavioral 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 five global personality characteristics and seventeen 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. Since the results are based on Mr. Sample's own view of his behavior, 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, re-testing should be considered.

ACHIEVEMENT ORIENTATION		1	2	3	4	5	6	7	8	9	10	
6	easy going, non-competitive, focus on achievable, less ambitious targets	Ambition										sets difficult goals, has high aspirations, competitive and driven to succeed
		■	
2	prefers stable work, undertakes new projects only after discussion with others	Initiative										proactive, quickly takes initiative, enjoys identifying and solving new challenges
		.	■	
3	values order and predictability, prefers adaptation to innovation	Flexibility										prefers variety and novelty, adapts quickly to change, dislikes routine
		.	.	■	
6	likes to work at a steady pace, dislikes pressure filled work	Energy										very energetic, works well under pressure, tends to be involved in many activities
		■	
4	avoids leadership positions, consultative, happy to let others lead	Leadership										assumes leadership positions, dominant and forceful, enjoys influencing others
		.	.	.	■	
CONSCIENTIOUSNESS		1	2	3	4	5	6	7	8	9	10	
7	prefers work that can be completed quickly, dislikes overcoming obstacles	Persistence										enjoys overcoming obstacles, very persistent, works until task is finished
		■	.	.	.	
7	focuses on global issues, not preoccupied with detail, will cut corners to meet deadlines	Attention to Detail										well organized, methodical, enjoy detailed work
		■	.	.	.	
10	not restricted by rules, prefers general guidelines to specific regulations	Rule-Following										follows rules and regulations even when inconvenient, likes specific guidelines
		■	
6	place less importance on meeting deadlines, casual about work requirements	Dependability										dependable, meets obligations and deadlines
		■	
SOCIAL ORIENTATION		1	2	3	4	5	6	7	8	9	10	
1	formal and reserved, does best work when alone	Teamwork										prefers work that involves social interaction, likes getting others involved
		■	
1	unaware of others feelings, reluctant to get involved in peoples problems	Concern for Others										caring and understanding, shows concern for others, sympathetic
		■	
2	quiet and shy, prefers small groups, rarely seeks people out	Outgoing										talkative and outgoing, enjoys meeting new people
		.	■	
3	make decisions independently, seldom looks for advice	Democratic										makes decisions through consultation, works well with supervision
		.	.	■	
PRACTICAL INTELLIGENCE		1	2	3	4	5	6	7	8	9	10	
1	prefers using and building upon established methods, avoids unconventional ideas	Innovation										creative and original, likes solving problems, intellectually curious
		■	
5	spontaneous, makes quick decisions, relies on personal instinct to guide choices	Analytical Thinking										analytical, cautious and deliberate, takes logical approach to problem solving
		■	
ADJUSTMENT		1	2	3	4	5	6	7	8	9	10	
7	very open with thoughts and feelings, can be impatient and easily annoyed	Self-Control										maintains composure, hides feelings from others, slow to anger
		■	.	.	.	
8	dislikes high-pressure work, finds it hard to relax, quickly becomes tense	Stress Tolerance										tolerates stress well, able to cope with many demands, does not take criticism personally
		■	.	.	

Achievement Orientation

ACHIEVEMENT ORIENTATION		1	2	3	4	5	6	7	8	9	10	
6	easy going, non-competitive, focus on achievable, less ambitious targets	Ambition										sets difficult goals, has high aspirations, competitive and driven to succeed
2	prefers stable work, undertakes new projects only after discussion with others	Initiative										proactive, quickly takes initiative, enjoys identifying and solving new challenges
3	values order and predictability, prefers adaptation to innovation	Flexibility										prefers variety and novelty, adapts quickly to change, dislikes routine
6	likes to work at a steady pace, dislikes pressure filled work	Energy										very energetic, works well under pressure, tends to be involved in many activities
4	avoids leadership positions, consultative, happy to let others lead	Leadership										assumes leadership positions, dominant and forceful, enjoys influencing others

Mr. Sample reports having an average level of ambition and motivation. In this area he is similar to most people. While he recognizes that setting goals and putting forth a committed effort are necessary to get ahead, career success is not his only priority. Rather, Mr. Sample prefers a balanced approach that reflects both the importance of his work and personal life. He would like to advance in his career and achieve success, but does not mind doing it at a slower pace. As a result, he is likely to set more achievable, less ambitious targets, than individuals with higher scores on the Ambition scale.

While describing himself as moderately competitive, Mr. Sample shows very little interest in new challenges. This suggests he will be more effective in occupations where the content of his work rarely changes. When opportunities do present themselves, Mr. Sample tends to take a cautious approach, seeking out guidance from others before taking initiative. As a result, any enterprise that he undertakes is well thought out but slowly acted upon. This tendency to solicit feedback and support may lead him to miss opportunities that need to be capitalized on quickly. In the long run, Mr. Sample will be more comfortable in positions where his tasks are stable and his responsibility for identifying business opportunities is kept to a minimum.

In addition to preferring stable responsibilities, Mr. Sample values work that is structured. He dislikes work that involves frequent change. Instead, he prefers to use established ways of working, sticking with the tried-and-true. When faced with a lot of changes, Mr. Sample will feel overwhelmed. While he can adapt to minor alterations of his work, more comprehensive and sweeping adjustments are hard for him. In general, he is more effective in occupations where his tasks and responsibilities are well defined and rarely vary. He is willing to do some repetitive work, and is able to tolerate routine tasks better than most.

This preference for stability is linked with an average level of energy and stamina. While he enjoys work that involves some mental or physical challenges, he does become tired if his work requires too much

energy. Instead, he prefers a balanced mix of demanding work, and tasks that can be completed at a steady pace. Mr. Sample finds rest and relaxation as important as challenging work or active hobbies. This balance helps to prevent him from becoming over-committed and burning-out.

Mr. Sample tends to avoid positions of authority and is unlikely to take charge of people or tasks. He dislikes telling people what to do, and is happier letting others take the leadership role. When placed in charge, Mr. Sample will not exert much pressure on people. As such, his leadership style would rely heavily upon collaboration rather than direction. Mr. Sample's avoidance of leadership roles may result in him failing to take control of tasks or teams where he can make a significant impact. However, these preferences allow him to work effectively in positions where others take the leadership role.

Conscientiousness

CONSCIENTIOUSNESS		1	2	3	4	5	6	7	8	9	10
7	prefers work that can be completed quickly, dislikes overcoming obstacles	Persistence									enjoys overcoming obstacles, very persistent, works until task is finished
		■	.	.	.
7	focuses on global issues, not preoccupied with detail, will cut corners to meet deadlines	Attention to Detail									well organized, methodical, enjoy detailed work
		■	.	.	.
10	not restricted by rules, prefers general guidelines to specific regulations	Rule-Following									follows rules and regulations even when inconvenient, likes specific guidelines
		■
6	place less importance on meeting deadlines, casual about work requirements	Dependability									dependable, meets obligations and deadlines
		■

Mr. Sample describes himself as a persistent individual who does not give up easily. He enjoys putting in a concentrated effort to overcome obstacles and solve difficult problems. On most occasions he will stay late to complete projects, rather than leave things unfinished. This persistence helps him to work through boredom and distractions. As a result, he is rarely off task. At times, his desire to overcome obstacles may be so strong that he continues to work on projects that are no longer worth the effort or resources to complete.

In addition to his high level of persistence, Mr. Sample is organized and enjoys detailed work. He takes a methodical approach to his work, and pays careful attention to details. He has a strong desire to do things right, and his tendency to ensure that the details of his work meet his exacting standards may lead others to see him as somewhat of a perfectionist. Because he focuses a lot on the details of his work, he may lose focus of the big picture. His attention to detail is very helpful in settings where decisions must be carefully made and where mistakes can result in serious consequences. Common examples include personal safety, financial, and legal matters.

Combined with his attention to detail, Mr. Sample prefers to stick closely to rules and regulations. He likes having specific guidelines and does things by the book, even when it is personally inconvenient.

While this unwillingness to break rules may impede completing things quickly, his integrity ensures that rules and regulations that have been established for important reasons are not ignored. Mr. Sample will likely work well in structured settings where there is little lee-way in how tasks are completed.

Although he follows rules very closely, Mr. Sample is moderately relaxed when it comes to meeting deadlines. While he works hard to complete his work according to schedule, Mr. Sample adopts a slightly casual approach, viewing deadlines as somewhat flexible. Because he is willing to shift priorities and move deadlines, he may not complete work at the originally scheduled time. On occasion, this may leave others seeing him as unreliable or irresponsible. However, his ability to reorganize priorities enables him to meet more important deadlines and let less important work wait, rather than completing the insignificant tasks that were scheduled first. Therefore, Mr. Sample may perform well in positions where priorities sometimes change.

Social Orientation

SOCIAL ORIENTATION		1	2	3	4	5	6	7	8	9	10	
1	formal and reserved, does best work when alone	Teamwork										prefers work that involves social interaction, likes getting others involved
1	unaware of others feelings, reluctant to get involved in peoples problems	Concern for Others										caring and understanding, shows concern for others, sympathetic
2	quiet and shy, prefers small groups, rarely seeks people out	Outgoing										talkative and outgoing, enjoys meeting new people
3	make decisions independently, seldom looks for advice	Democratic										makes decisions through consultation, works well with supervision

Mr. Sample prefers to work alone, believing that is when he does his best work. Teams tend to slow him down, and therefore, he would rather avoid group work. This approach is effective for tasks that do not require the skills of different individuals. However, on projects that many people are working on, Mr. Sample may spend time struggling with group dynamics, making him less efficient. His strong dislike for teamwork may lead others to see him as distant and aloof. While he does not display a desire to work closely with others, he can work well independently.

As well as preferring to work alone, Mr. Sample is reluctant to get personally involved in others' problems. He tends to be very selective with his sympathy and support. Mr. Sample feels more comfortable remaining personally detached from coworkers, and tends to be slow at picking up how others feel. While this may result in people describing him as insensitive, it allows him to make unpopular decisions and take unpopular stands with relative ease. This can be an important trait for working in leadership positions where tough decisions frequently need to be made.

Mr. Sample prefers small groups and does not like meeting a lot of new people. He enjoys having

frequent periods of time alone, and may be described as shy, detached or aloof. This does not mean that he is anti-social, rather, he simply prefers to be with fewer people and rarely seeks people out. When in groups, Mr. Sample is unlikely to call attention to himself, finding more enjoyment watching activities from the sideline. He will enjoy work that does not require him to interact with large numbers of people. However, he may be effective in some customer service and consulting positions because his tendency to listen, rather than talk, allows him to quickly highlight problems.

This is combined with a desire to work independently. He prefers work where he has some freedom from the influence of others. When making decisions, he will rarely consult co-workers, and seldom looks for advice. Mr. Sample reports being self-reliant, and prefers to do things his own way. His level of independence is useful for making quick decisions. However, it can also act as a barrier to teamwork and generating consensus. As well, he may inadvertently miss opportunities where others could add significant insight to his work.

Practical Intelligence

PRACTICAL INTELLIGENCE		1	2	3	4	5	6	7	8	9	10	
1	prefers using and building upon established methods, avoids unconventional ideas	Innovation										creative and original, likes solving problems, intellectually curious
5	spontaneous, makes quick decisions, relies on personal instinct to guide choices	Analytical Thinking										analytical, cautious and deliberate, takes logical approach to problem solving

Mr. Sample avoids unconventional ideas, preferring to use and build upon established methods. When change is necessary, he will likely come up with practical ideas that bring about incremental change. He describes himself as very pragmatic, and tends to focus on grounded, traditional pursuits. Mr. Sample also reports being less creative and original than most people, showing a greater appreciation for proven procedures than new ones.

Along with his pragmatism, Mr. Sample reports an average level of analytical thinking. He tends to be slightly cautious, gathering information and carefully analyzing it in order to avoid mistakes. However, when the tasks to be completed or decisions to be made are not serious, he can be more decisive and rely upon his intuition. Likewise, when he needs to analyze problems from too many angles, Mr. Sample may feel overwhelmed and rely on his personal feelings to guide choices. This can be detrimental when mistakes lead to serious consequences. On the positive side, he is able to work at a fairly rapid pace, while incorporating most of the available information.

Adjustment

ADJUSTMENT		1	2	3	4	5	6	7	8	9	10	
7	very open with thoughts and feelings, can be impatient and easily annoyed	Self-Control										maintains composure, hides feelings from others, slow to anger
8	dislikes high-pressure work, finds it hard to relax, quickly becomes tense	Stress Tolerance										tolerates stress well, able to cope with many demands, does not take criticism personally

Mr. Sample sees himself as relatively calm, easy-going, and free from anxiety. He tends to keep his emotions in check, often so well that people may not know what he is feeling. Mr. Sample usually maintains his self-control and he rarely allows his emotional reactions to get in the way of what he does. He does not experience anger very often, and is unlikely to take offence at insults. At times his self-control may appear to others as coldness or a lack of involvement. This can make it difficult for him to transmit enthusiasm and excitement. However, when faced with tense situations Mr. Sample rarely says things he later regrets. He can also work comfortably in settings where emotions run high and mediation is required to bring about a positive solution.

Along with his high level of self-control, Mr. Sample tolerates stress well. He is able to work effectively in most high-pressure situations that require him to cope with many demands. Mr. Sample is seldom overwhelmed by concerns and appears to be able to maintain effective work behavior in the face of setbacks. He finds it relatively easy to relax and can act as a calming influence on others in tense situations. At times, his ability to relax may have a negative impact upon his motivation and energy. On the whole, Mr. Sample will take most situations in stride, and manage them in a balanced, adaptive way. He is able to leave work stress free, and does not worry about things outside his control. When placed in work without any pressure, he may become bored and lethargic.