

Workplace Personality Inventory™ – II

Assess candidates' soft skills to identify personal strengths and weaknesses



The Workplace Personality Inventory II (WPI-II) offers insights into individuals' interpersonal attributes and work styles, enabling programs to assess candidates who are likely to perform successfully in a professional or academic setting, to flag those who seem an unlikely fit for an organization or team, and to identify ideal candidates for a particular program.

The WPI-II performance objectives are aligned with the work styles taxonomy included in the U.S. Department of Labor's O*NET, with work style descriptions appropriate for the occupation most relevant to assessing a candidate's level of fit for a specific program.

The WPI-II provides a Development Report to help candidates with their self-awareness and a Profile Report to guide in their effective support, particularly during their first months in a program.

From the candidate's experience perspective, the WPI-II offers high face validity as the items are work related and work relevant.

- **A Development Report that provides feedback on 6 domain scales and 16 work style scales:**

The report features development suggestions that are personalized for the candidate based on his or her scores, and provides step-by-step suggestions for implementing a development plan based on WPI-II feedback.

- **A Profile Report that includes an assessment on 6 domain scales and 16 work style scales:**

The 16 work style scales are summarized under 6 broad factors of workplace success. A fake-resistant "Unlikely Virtues" scale is designed to identify individuals who provide overly favorable responses to questions.

Within the WPI-II, 16 work styles are grouped into 6 performance domain categories:

Achievement orientation

- Achievement/Effort
- Initiative
- Persistence

Interpersonal orientation

- Concern for Others
- Cooperation

Social influence

- Social Orientation
- Leadership Orientation

Self adjustment

- Self-Control
- Stress Tolerance
- Adaptability/Flexibility

Conscientiousness

- Attention to Detail
- Dependability
- Rule Following

Practical intelligence

- Independence
- Analytical Thinking
- Innovation

“Because the assessment identifies traits such as cooperation, dependability and concern for others, it really fit into the culture we were trying to build.”

Barry Burns, Senior Director of Human Resources, Methodist Medical Center Hospitals, San Antonio, TX

WPI-II Domains and Work Styles

Domain/work style	Description of work style behaviors
Achievement Orientation	
Achievement/Effort	Establishes challenging goals; maintains goals; exerts effort toward task mastery
Initiative	Takes on job responsibilities without being told to do so; volunteers for new job responsibilities; volunteers for new job challenges
Persistence	Persists in the face of obstacles on the job
Conscientiousness	
Attention to Detail	Completes work tasks thoroughly; is careful about details
Dependability	Fulfills obligations reliably
Rule Following	Avoids unethical behavior; follows rules and regulations
Interpersonal Orientation	
Concern for Others	Demonstrates sensitivity to the needs and feelings of others; demonstrates understanding of others/empathy
Cooperation	Is pleasant/good-natured with others on the job; encourages people to work together; helps others with tasks
Practical Intelligence	
Analytical Thinking	Uses logic to address work-related issues; produces high quality, useful information
Independence	Relies mainly on self to get things done; develops own way of doing things
Innovation	Generates new ideas to address work issues and problems
Self Adjustment	
Adaptability/Flexibility	Adapts to change in the workplace; deals effectively with ambiguity; demonstrates openness to considerable variety in the workplace
Self Control	Keeps emotions in check even in very difficult situations
Stress Tolerance	Accepts criticism; shows tolerance of stress caused by other people or situations
Social Influence	
Leadership Orientation	Demonstrates a willingness to lead/take charge; demonstrates a willingness to offer opinions
Social Orientation	Shows a preference for working with others; develops personal connections with work colleagues

Note: The WPI-II descriptions of behaviors are from *Workplace Personality Inventory—II Technical Manual and User's Guide* (June 2013, NCS Pearson).