



## Workplace Personality Inventory™-II for Pharmacy Students

- Achievement orientation • Interpersonal orientation
- Social influence • Self adjustment • Conscientiousness
- Practical intelligence



# Tools to develop your pharmacy students' soft skills

Industry leaders agree that a pharmacy student's education goes well beyond general academic ability and scientific knowledge. Their inter- and intrapersonal skills are crucial to their success both in school and later in the workplace while interacting with patients and other members of their team.

Pharmacy schools have identified **a need** to not only measure these skills, but **to develop** them over time while benchmarking **student progress**.

### »» We have the solution

With the **Workplace Personality Inventory™-II (WPI™-II) for Pharmacy Students**, your program now has the ability to evaluate a students' soft skills while providing development and benchmarking for these skills throughout their pharmaceutical education.

### »» The WPI-II for Pharmacy Students

- Goes beyond intellectual acuity to also measure intra- and interpersonal skills
- Supports development for inter- and intrapersonal skills both in the pharmacy program and in professional practice
- Benchmarks student progress



# WPI-II Domain/Work Styles and 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

## A Development Report provides feedback on 6 domain scales and 16 work style scales.

The report features development suggestions that are personalized for the student 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 includes an assessment on 6 domain scales and 16 work style scales.

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

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

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