

## Workplace Personality Inventory™–II for Pharmacy Students (WPI–II) Overview

Published by NCS Pearson, the Workplace Personality Inventory was introduced in 2007 and then revised as WPI–II in 2013. Features of the WPI–II include:

- 192 questions
- 25–35 minutes to complete
- Non-academic, work-relevant content
- Relatively inexpensive
- Easy to interpret score reports
- Reliable, valid, and fair
- Resistant to faking
- Taken online at any time from any location
- Normed on 4<sup>th</sup> year pharmacy students in PharmD programs

From 2014–2016, Pearson collected WPI–II score data from students enrolled at nine pharmacy schools. These data were used to determine percentile ranks appropriate for evaluating the personal and professional characteristics of applicants to pharmacy programs or for monitoring the progress of currently enrolled students.

Following the completion of the WPI–II, the candidate receives a **Development Report** with scores and each pharmacy school the candidate indicated receives a **Profile Report**. Each report contains 6 work style domain scores and 16 work style behavior scores, based on the U.S. Department of Labor’s Occupational Information Network (O\*Net):

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| • <b>Achievement Orientation</b><br>Achievement/Effort<br>Initiative<br>Persistence  | • <b>Practical Intelligence</b><br>Analytical Thinking<br>Independence<br>Innovation     |
| • <b>Conscientiousness</b><br>Attention to Detail<br>Dependability<br>Rule Following | • <b>Self Adjustment</b><br>Adaptability/Flexibility<br>Self Control<br>Stress Tolerance |
| • <b>Interpersonal Orientation</b><br>Concern for Others<br>Cooperation              | • <b>Social Influence</b><br>Leadership Orientation<br>Social Orientation                |

For more information, please refer to the following downloadable and printable documents:

- [Workplace Personality Inventory–II Technical Manual and User’s Guide](#)
- [Report on the Results of the Professional Skills Assessment Study: Using the WPI– II with Pharmacy Schools to Supplement the PCAT](#)