

# Work Style Lens™

Assess work styles and soft-skills to match candidates to the job and reduce turnover



The Work Style Lens is the newest edition of the Workplace Personality Inventory. It comes with brand new and up-to-date norms, and an enhanced profile report that is easier than ever to interpret. Work Style Lens continues to offer valid and meaningful insights into people's interpersonal attributes and work styles that give HR professionals the ability to predict how candidates are likely to perform in the job, using actual data from over 900 job descriptions. Work Style Lens helps you to identify candidates who will be the right fit.

The Workplace Personality Inventory II assessment is aligned to the work styles taxonomy included in O\*NET. Therefore, recruiters can refer to O\*NET descriptions to determine work styles requirements for a wide range of occupations, and then easily measure candidates' level of fit for the job.

The assessment also provides a development report that will help new hires with their own self-awareness and can guide their direct managers to support them effectively—particularly during the first 90 days on the job.

Work Style Lens is updated to include:

- **Updated Norms** The TalentLens research and development team are constantly working on ensuring our assessments are the most scientifically valid on the market. In order to maintain such a status, it is vital to update our working norms on a regular basis. When you use the Work Style Lens, you can be confident that test results reflect the most up to date data available.
- **Enhanced Profile Report.** The new profile report is easy to interpret and intuitive to read. Updates to the depiction of scales and language of descriptions ensure a clear end user experience without room for confusion.

## 16 workstyles within the assessment are grouped into 4 themes

### Relating to People

- Leadership Orientation
- Social Orientation
- Cooperation
- Concern for others

### Approaching Work

- Dependability
- Attention to Detail
- Rule Following
- Achievement/Effort
- Persistence
- Initiative

### Dealing with Emotions

- Self-control
- Stress Tolerance
- Flexibility/Adaptability

### Thinking Styles

- Innovation
- Analytical Thinking
- Innovation
- Independence

“ 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*

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