Workplace Personality Inventory™ – II

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

MORE INSIGHT
MORE IMPACT™

The Workplace Personality Inventory II offers 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, to screen out those who would likely have bad fit within the organization or team, and identify the best candidates for a particular job.

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.

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

- **Revised Profile Report that includes six Domain scales (Six Drivers of Work Performance).** The sixteen work style scales are now summarized under these broad factors of workplace success. A fake-resistant "Unlikely Virtues" scale is designed to identify individuals who provide overly favorable responses to questions.

- **New Development Report, which provides feedback on all sixteen Work Style scales and the six new Domain scales.** The report features development suggestions that are personalized for the employee based on his or her scores, and provides step-by-step directions for how to begin and implement a development plan based on Workplace Personality Inventory-II feedback.

16 workstyles within the assessment are grouped into 6 drivers of performance:

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

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