



WORK PERSONALITY INDEX

Select Report



03-24-2010

Sample Tester

## About this Report

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This report is a confidential summary of Sample Tester's responses to the Work Personality Index (WPI). The WPI describes key features of Sample Tester's personal style that influence her approach to tasks, ways of interacting with people, and performance at work. The Select Report contains a graphic summary of her results, along with interpretive notes describing the likely meaning of her scores. The narrative descriptions are based on research findings and inferences that personality assessment experts might make given her preferences. The descriptions of her personality and behavioral style are based on Sten scores.

The WPI Select Report focuses on those personal characteristics and tendencies that influence how an individual performs in work settings. The WPI measures five global personality characteristics and seventeen primary traits that provide a comprehensive overview of an individual's work personality. Sample Tester's results provide extensive information about her preferences, strengths, and weaknesses in work environments.

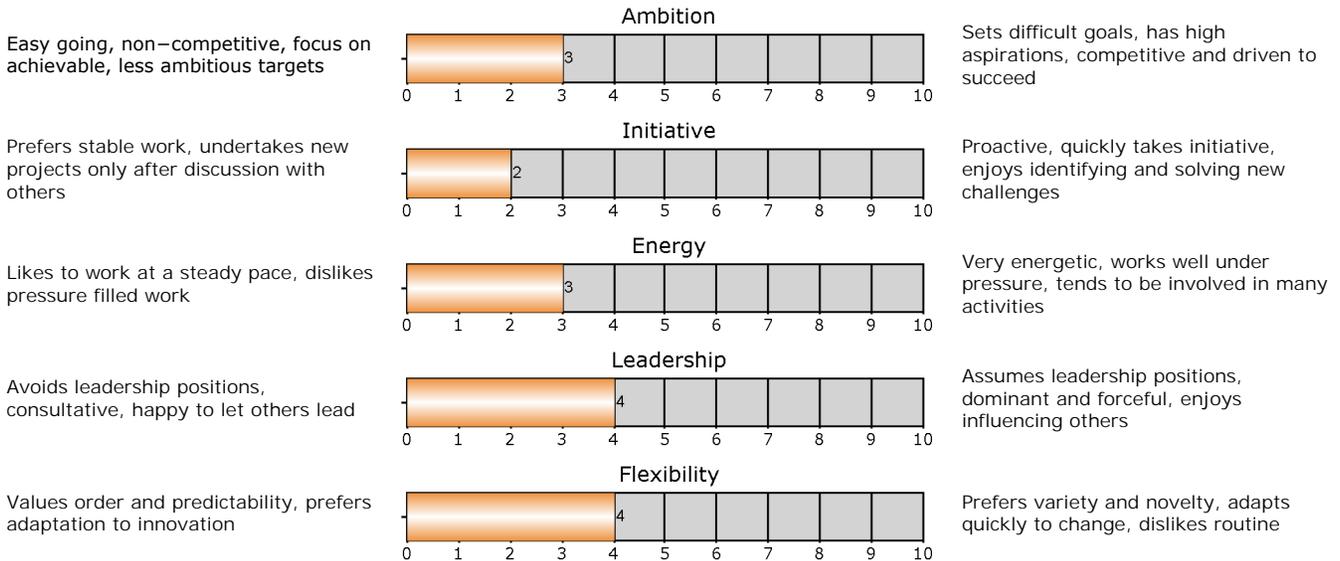
When interpreting Sample Tester's results, it is important to remember that her scores are not good or bad, only more or less appropriate to certain types of work. For example, high scores on Ambition may be important for success in some occupations, but detrimental in other types of work. Therefore, Sample Tester's results should be used to highlight her preferences and motivations and examine how they relate to more or less effective work performance.

The statements and results contained in this report should be treated confidentially. Since the results are based on Sample Tester's own view of her behavior, the accuracy of the results depends upon her honesty and self-awareness. Therefore, the results should be viewed as hypotheses to be validated with other sources of data such as interviews and other assessment results.

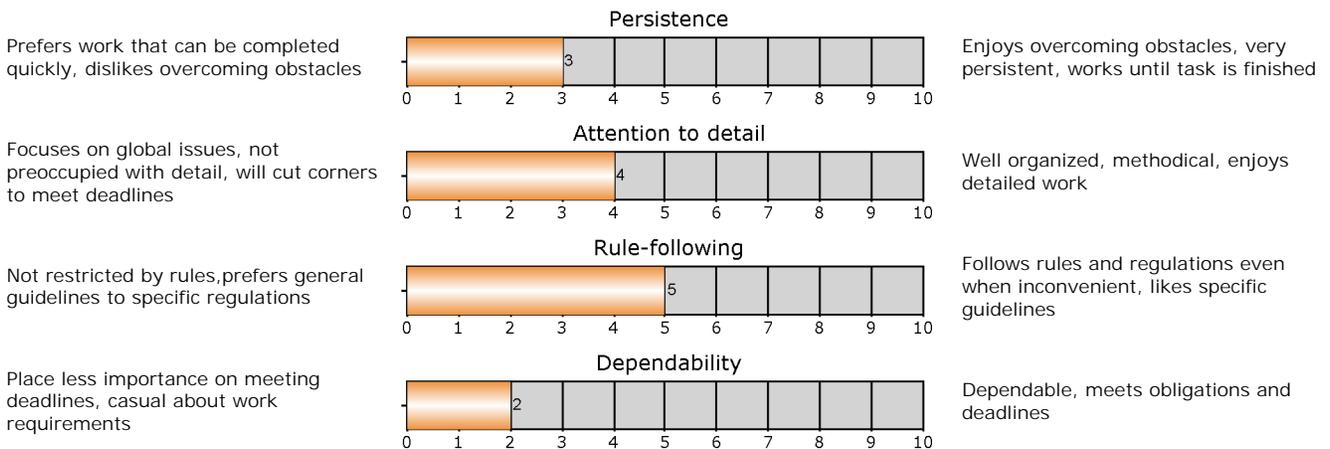
The shelf-life of the information in this report is approximately 12-18 months. However, if Sample Tester has undergone significant changes in her work roles, re-testing should be considered.

# WPI Profile

## Energy and Drive

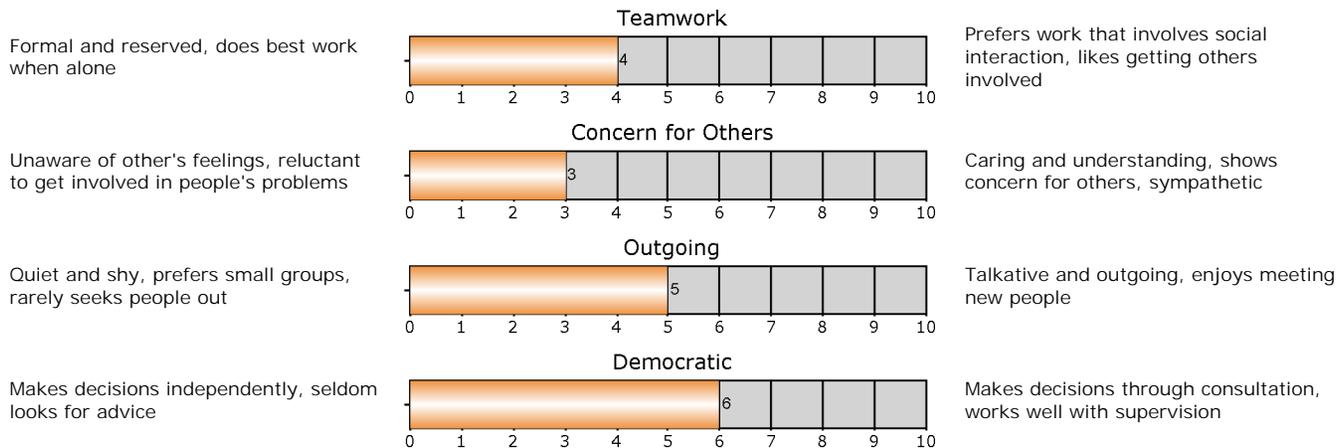


## Work Style

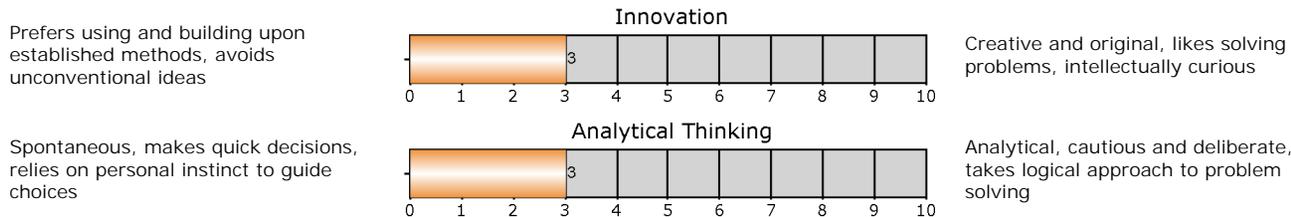


# WPI Profile

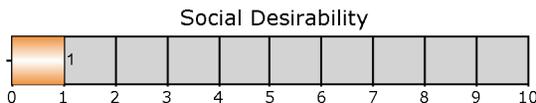
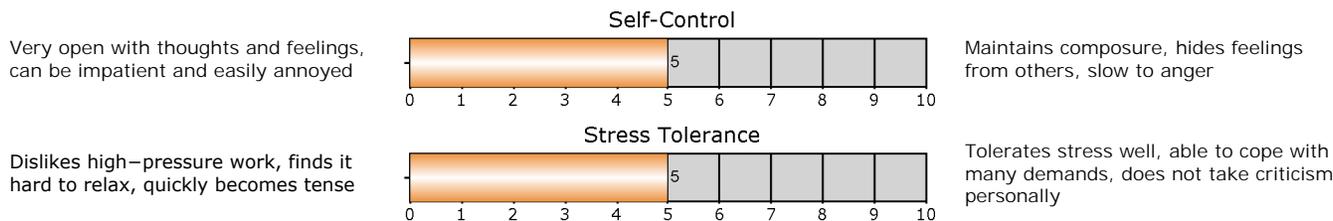
## Working with Others



## Problem Solving Style

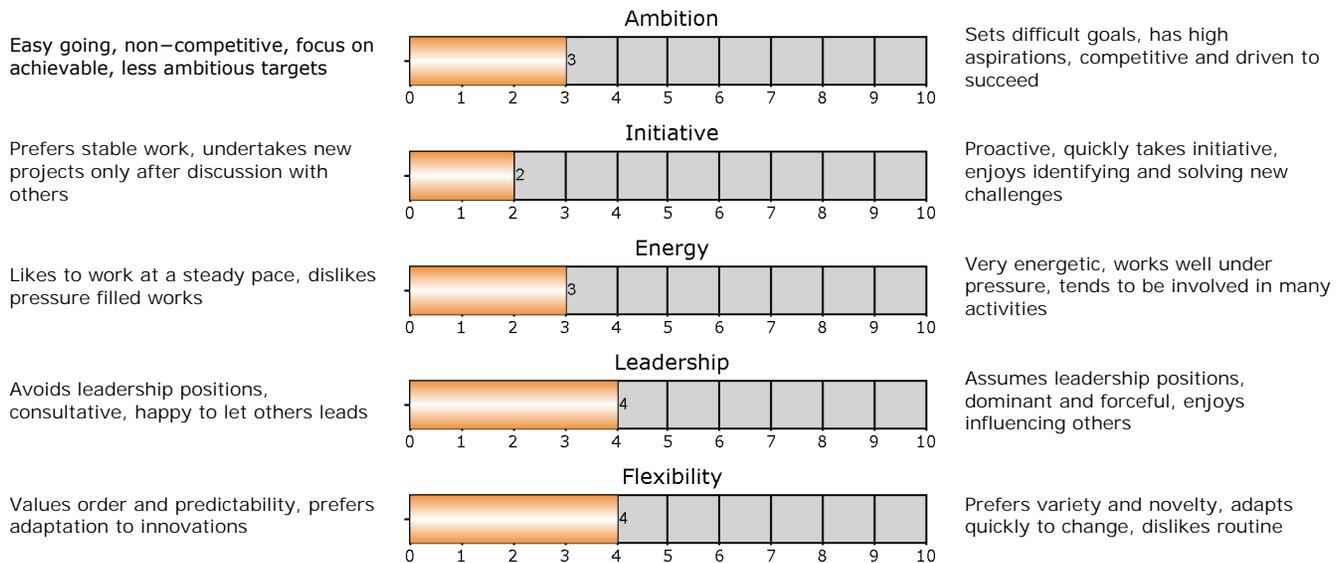


## Dealing with Pressure and Stress



A score of 8 or above on the Social Scale indicates that the candidate may have responded in a socially desirable manner. High results should be verified through other methods.

## Energy and Drive



Sample Tester describes herself as easy-going and not highly focused on career advancement. She tends to find happiness in her current situation, and does not feel highly driven to get ahead and move up the corporate ladder. This style is effective in work environments where job responsibilities are stable and there are few opportunities for promotion. When Sample Tester does set goals, she focuses on achievable, less ambitious targets. Generally, she dislikes competing with others, preferring to adopt a collaborative approach. As a result, Sample Tester may have difficulty in settings that require strong self-motivation and a competitive attitude to be successful. However, where teamwork and collaboration are priorities, she can be effective.

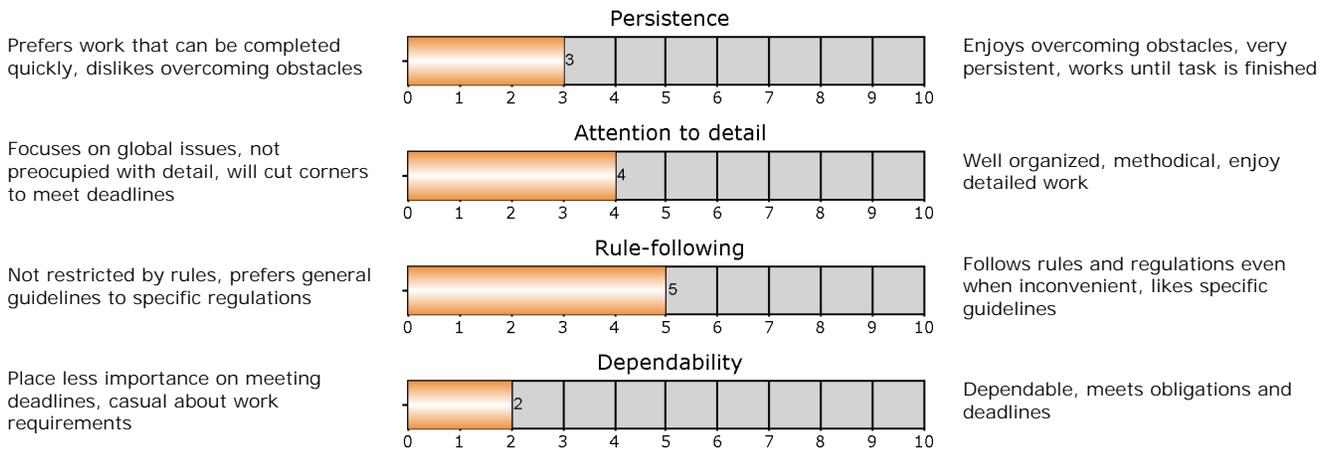
Sample Tester shows very little interest in new challenges. This suggests she will be more effective in occupations where the content of her work rarely changes. When opportunities do present themselves, Sample Tester tends to take a cautious approach, seeking out guidance from others before taking initiative. As a result, any enterprise that she undertakes is well thought out but slowly acted upon. This tendency to solicit feedback and support may lead her to miss opportunities that need to be capitalized on quickly. In the long run, Sample Tester will be more comfortable in positions where her tasks are stable and her responsibility for identifying business opportunities is kept to a minimum.

Sample Tester reports a tendency to avoid activities that require a lot of energy. When placed in demanding situations where many tasks need to be completed in a short period of time, she will become tired. Because of this, she tends to avoid high-pressure work, or occupations that have extensive work demands. It is important to her to work at a steady pace, avoiding both bursts of energy and periods of inactivity. Sample Tester is sparing with her time, making it unlikely that she will become over-committed or burnt out. These preferences make her effective in positions that need someone who can maintain a constant pace throughout the day.

Sample Tester tends to avoid positions of authority and is unlikely to take charge of people or tasks. She dislikes telling people what to do, and is happier letting others take on the leadership role. When placed in charge, Sample Tester will not exert much pressure on people. As such, her leadership style would rely heavily upon collaboration rather than direction. Sample Tester avoidance of leadership roles may result in her failing to take control of tasks or teams where she can make a significant impact. However, these preferences allow her to work effectively in positions where others take on the leadership role.

Sample Tester values work that is structured. She dislikes work that involves frequent change. Instead, she prefers to use established ways of working, sticking with the tried-and-true. When faced with a lot of changes, Sample Tester will feel overwhelmed. While she can adapt to minor alterations of her work, more comprehensive and sweeping adjustments are hard for her. In general, she is more effective in occupations where her tasks and responsibilities are well defined and rarely vary. She is willing to do some repetitive work, and is able to tolerate routine tasks better than most.

## Work Style



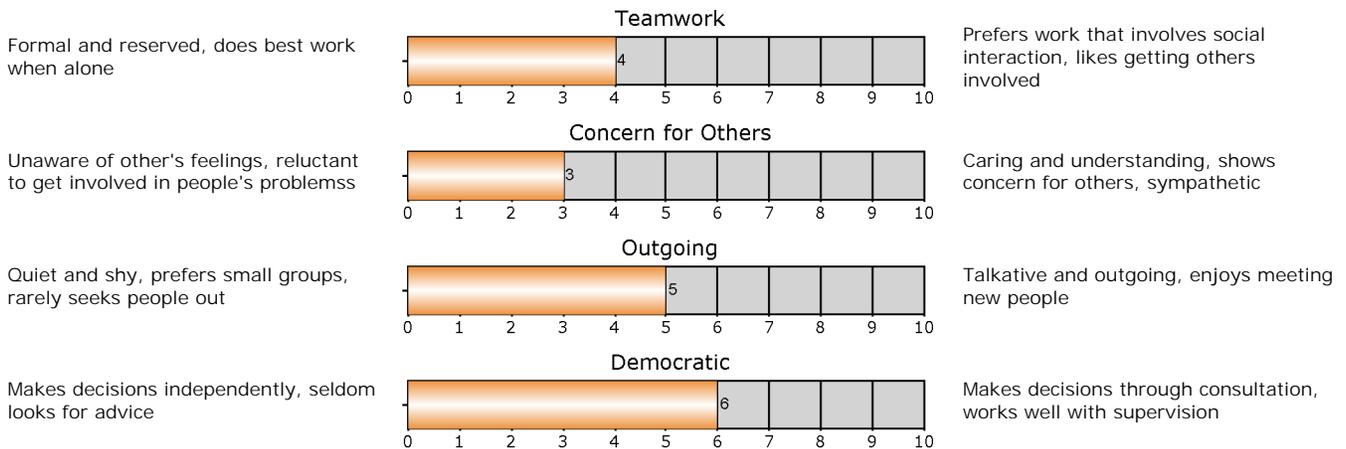
Sample Tester prefers work she can complete quickly and with relative ease. She tends to dislike tasks that require overcoming major obstacles and may give up on projects when things become really difficult. She is willing to leave work unfinished, preferring to return to it after taking a break. At times, she may not finish difficult projects that are nearly completed. However, she will rarely commit time and resources to projects that have little chance of success. Sample Tester is also likely to switch tasks when bored and tends to be easily distracted. Therefore, when working on intensive undertakings, she likes to keep disruptions to a minimum.

Sample Tester reports an interest in focusing on global issues. She prefers roles where she does not need to work with highly detailed information or concern herself with minor details. She would rather look at the big picture and leave the checking of details to others. When tasks need to be done quickly, she is willing to cut corners, and will not get hung up on artificially high standards. Her dislike for details can make her look careless and disorganized. Sample Tester will tend to gravitate toward positions where the use of detailed information is kept to a minimum, preferring a role that allows her to focus on global issues.

Sample Tester reports a moderate inclination to follow rules and regulations. She does not mind working in a job that is governed by some rules and will do most things by the book. However, she prefers general guidelines to precise regulations and is willing to ignore them if they hinder her work. This somewhat casual approach to work procedures is also manifested in a slight dislike for bureaucracy and red tape. While this can be negative in settings where all rules must be strictly followed, she does recognize when regulations are no longer effective and should be bypassed.

Sample Tester sees deadlines as flexible. She is very willing to shift priorities, move deadlines, and leave work unfinished. The result is that projects are often not completed according to their original schedule. This often leaves others seeing her as unreliable or irresponsible. However, this same ability to shift priorities allows her to easily adjust her work schedule to meet more pressing needs. While she will be less effective in structured work where priorities rarely change and work must be completed on schedule, Sample Tester will perform well in positions that have frequently changing priorities.

## Working with Others



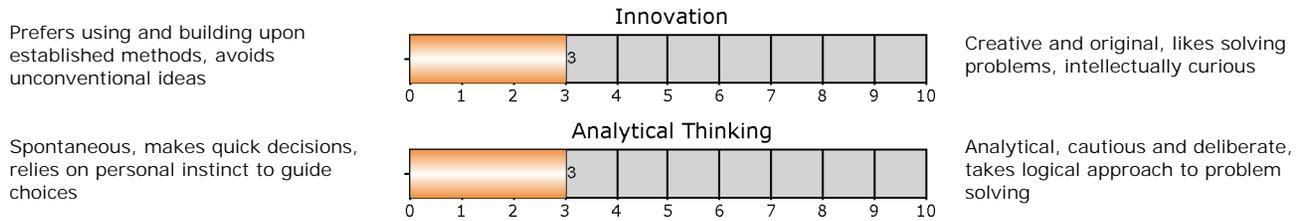
Sample Tester prefers to work alone, believing that is when she does her best work. Teams tend to slow her down, and therefore, she would rather avoid group work. This approach is effective for tasks that do not require the skills of different individuals. However, on projects that many people are working on, Sample Tester may spend time struggling with group dynamics, making her less efficient. Her dislike for teamwork may lead others to see her as somewhat distant. While she does not display a desire to work closely with others, she can work well independently.

Sample Tester is reluctant to get personally involved in others' problems. She tends to be selective with her sympathy and support. Sample Tester feels more comfortable maintaining some personal detachment from coworkers, and tends to be slow at picking up how others feel. While this may result in people describing her as insensitive, it allows her to make unpopular decisions and take unpopular stands with relative ease. This can be an important trait for working in leadership positions where tough decisions frequently need to be made.

Sample Tester preference for interacting with others and meeting new people is very similar to that of most individuals. She feels at ease in most social situations, likes meeting people, and comes across as warm and friendly. However, Sample Tester also values time alone, enjoying periods of activity that allow her to collect her thoughts and reflect. While too much time interacting with others can be tiring for her, a lack of social interaction may also leave her feeling lonely and detached. She tends to enjoy work that provides a balance of extraverted and introverted tasks.

Sample Tester prefers a flexible decision making style. She sees the benefit in having others participate in making decisions and working on projects. However, she is willing to go her own way and ignore her colleagues' advice if it strongly clashes with her own thinking. Because she does not mind disagreeing, or standing apart from others, Sample Tester finds it easier to challenge prevailing views. In positions with too much supervision, or where many people are involved with tasks, Sample Tester may begin to feel restricted and become more difficult to work with. However, when working on tasks with little to no supervision, she may experience uneasiness with the independence.

## Problem Solving Style

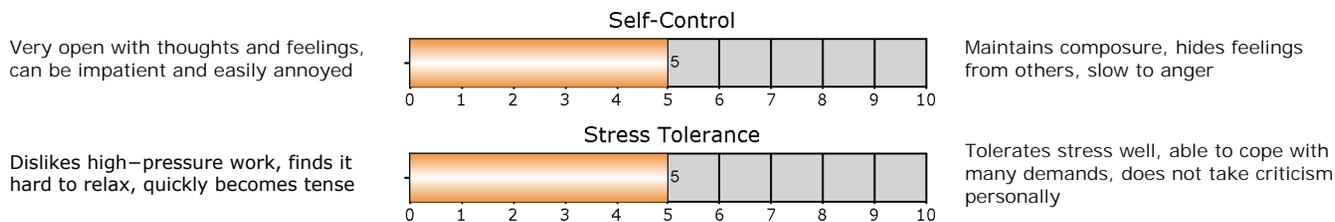


Sample Tester tends to avoid unconventional ideas, preferring to use and build upon established methods. When change is necessary, she will likely come up with practical ideas that bring about incremental change. She describes herself as pragmatic, and tends to focus on grounded, traditional pursuits. Sample Tester also reports being slightly less creative and original than most people, showing a greater appreciation for proven procedures than new ones.

Sample Tester generally trusts her intuition when solving problems. Rather than analyze large amounts of information, Sample Tester tends to rely more on her intuition and uses an instinctive, gut-feel approach to make decisions. As a result, she is decisive and reaches conclusions quickly. This less cautious style is commonly found in individuals who enjoy risk and are more entrepreneurial in nature. In settings where mistakes can lead to serious consequences, her approach is not very desirable. Yet in work environments where information is minimal and she must rely upon her intuition, Sample Tester will fit in well.

## Dealing with Pressure and Stress

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Sample Tester sees herself as relatively calm and easy-going, but does get upset when things go wrong. As such, she is similar to most people. Generally, she tries to conceal her emotional reactions that are likely to be interpreted negatively by others, such as anger or resentment. While she prefers to maintain a high level of self-control, most people are able to recognize her feelings. When Sample Tester is under pressure she may express negative feelings and emotions. During her interaction with others, it is unlikely that they will see her as either uninvolved or over-emotional.

Sample Tester reports being able to tolerate stress as well as most people. She is able to deal with demanding situations at work, as long as they do not occur too frequently. While she appears to be able to take most things in stride, lots of demands or days filled with high-pressure work will leave her feeling stressful and tense. Unlike people with a high level of stress tolerance, Sample Tester will spend larger amounts of time and energy being concerned about events. While this does add to her stress level, it also works to keep up her energy level and motivation. On the whole, Sample Tester prefers work that provides a combination of high-pressured tasks with some activities with limited demands. This mix allows her to switch to easier activities when her stress level is rising and she feels the need to relax.