

FREQUENTLY ASKED QUESTIONS

Our fastest growing personality assessment, the Work Personality Index[®] assessment, has been updated and improved! Our expert research and development team, led by Dr. Donald Macnab, has been hard at work collecting and analyzing data from thousands of test takers around the world. The latest version of the Work Personality Index assessment was released in May, 2014, with updated items, norms and scales.

Select



Develop



Lead



What's new:

- Six additional scales: Persuasion, Social Confidence, Planning, Multi-Tasking, Sales Potential, and Management and Leadership Potential
- New reports for Selection, Development and Leadership
- Increased reliability and validity
- Updated measure of profile validity to identify candidates with an overly favourable response style
- New Job Match report that ranks personal traits by the importance to the organization and produces a customized job fit score

Visit www.workpersonalityindex.com for more information about changes to the Work Personality Index assessment and how they will help you improve your talent management programs.

Frequently Asked Questions:

1. Differences between old version and latest version.

The new version consists of the same 17 scales with the addition of Multi-Tasking, Planning, Social Confidence, Persuasion and an 8 item validity scale.

First version	Second version
Development: 2001	Development: 2014
Number of traits measured: 17	Number of traits measured: 21
What the WPI measures (Scales) <ul style="list-style-type: none"> • Energy and Drive (Ambition, Initiative, Energy, Leadership, Flexibility) • Work Style (Persistence, Attention to Detail, Rule Following, Dependability) • Working with Others (Teamwork, Concern for Others, Outgoing, Democratic) • Problem Solving Style (Innovation, Analytical Thinking) • Dealing with Pressure and Stress (Self-Control, Stress Tolerance) 	What the WPI measures (Scales) <ul style="list-style-type: none"> • Energy and Drive (Ambition, Initiative, Flexibility, Energy, Leadership, Multi-Tasking, Persuasion, Social Confidence) • Work Style (Persistence, Attention to Detail, Rule-Following, Dependability, Planning) • Working with Others (Teamwork, Concern for Others, Outgoing, Democratic) • Dealing with Pressure and Stress (Self-Control, Stress Tolerance) • Problem Solving Style (Innovation, Analytical Thinking) • Special Purpose (Sales Potential, Management and Leadership Potential, Profile Validity)
Number of Items: 153	Number of Items: 198
Age: 17 years or older (people in the working population)	Age: 17 years or older (people in the working population)
Reading level: 12 years or above or grade 8	Reading level: 12 years or above or grade 8
Languages Available: English, French, Romanian, Spanish, Chinese, Portuguese	Languages Available: English currently but other languages to come.
Administration Time: 20 minutes, but there is no time limit.	Administration Time: 25 minutes, but there is no time limit.
Scoring: Mail in or online	Scoring: Mail in or online
Reports: Select, Job Match, Personal Effectiveness, Leadership Competency, Career Transition	Reports: Select, Job Match, Development, Leadership, Career
Test-retest reliability measurements were acceptable Internal Consistency measurements were acceptable	Test-retest reliability measurements were improved Internal Consistency measurements were improved and available for samples in different countries.

2. Are the items the same?

109 items were retained from the first edition of the Work Personality Index. The previous version of the Work Personality Index assessment consists of 153 items representing 17 scales. The new version consists of 198 items, the same 17 scales with the addition of Multi-Tasking, Planning, Social Confidence, Persuasion and an 8 item validity scale.

3. Will results be the same if I complete both the old and the new version?

The results will not be the same as the scales have been renamed and rescored. However, the interpretation of the scores across versions is similar. 1,852 individuals completed both versions of the Work Personality Index assessment. Correlations are very high indicating that the traits measured by both versions are similar.

4. Can I generate an old report off of the new assessment? Can I generate a new report from the old assessment?

You can not generate old reports from the new version. You can not generate a new report from the old assessment.

5. If I have a current Job Match profile set up how will this affect me?

Current Job Match users, can continue to use the previous version of the system. We will contact current users to help them shift to the new assessment. There will not be a charge to move over previously developed Job Match Profiles.

6. How have the reports changed?

The reports have been rewritten to reflect the knowledge we have gained over the last decade with Work Personality Index users. The design has a fresh, modern look and the graphic display of the scores is new.

7. How has the norming changed?

The Work Personality Index was standardized using a large sample of 8,360 people (4,180 females and 4,180 males) in 2013. The large number of participants in the norm sample ensures that the Work Personality Index results accurately represent personality traits for today's market.

8. What are the new scales, and what do they measure?

Persuasion

Measures an individual's comfort in negotiating, selling, influencing and attempting to persuade people or trying to change the point of view of others.

High scorers tend to:

- enjoy selling
- have a talent for influencing people
- be comfortable negotiating
- enjoy trying to change people's views

Low scorers tend to:

- not enjoy selling
- have difficulty in influencing people
- be uncomfortable in negotiations
- dislike pressuring others to change their views

Social-Confidence

Measures an individual's tendency to be self-assured and at ease with people in all types of social situations.

High scorers tend to:

- be comfortable in social situations
- be socially confident
- have a self-assured personal style
- enjoy being the centre of attention

Low scorers tend to:

- feel awkward in social situations
- lack social-confidence
- be timid with new people
- not enjoy being the centre of attention

Multi-Tasking

Measures an individual's preference for dealing with several activities at a time.

High Scorers tend to:

- enjoy doing many things at once
- enjoy being given many different things to do
- do their best work when they have many tasks to complete
- enjoy being given new tasks before they have finished another

Low Scorers tend to:

- enjoy doing one thing at a time
- not cope well with doing several things at once
- do their best work when focusing on a single task
- prefer to complete one task before starting another

Planning

Measures an individual's desire to plan their work and to follow their plan.

High Scorers tend to:

- enjoy making long-terms plans
- enjoy thinking about the future in a structured fashion
- enjoy making detailed plans before starting a project
- feel that long-term planning leads to more efficient work routines

Low scorers tend to:

- get started on tasks without having detailed plans
- not enjoy making long-term plans
- be spontaneous and comfortable reacting to shifting priorities
- enjoy making plans in the spur of the moment
- feel that detailed, long-term plans inhibit their ability to work

Sales Potential

Measures an individual's potential to be successful in sales roles.

Managerial and Leadership Potential

Measures an individual's potential to be successful in managerial or leadership positions.

9. Will the price for reports change?

No, prices will remain the same.

10. When will it be available in French?

It will be available in French in the summer of 2014.

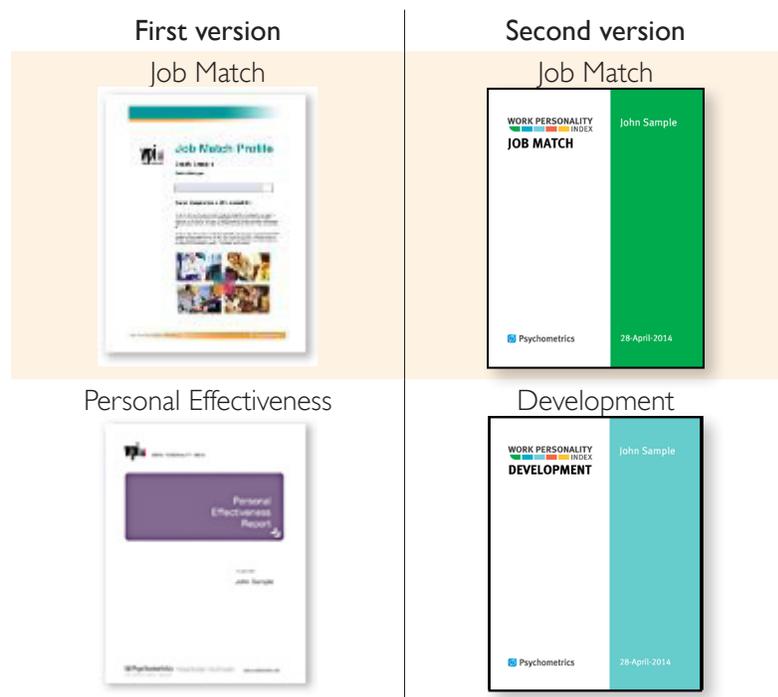
11. Can I be set up with the old version?

New Work Personality Index users can not be set up with the old version.

12. Is there a manual?

Yes, the manual can be downloaded from www.workpersonalityindex.com.

13. Will the reports have the same names?



First version Leadership Competency



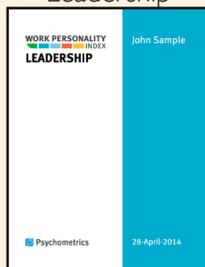
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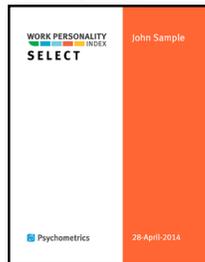
Career Transition



Second version Leadership



Select



Career

