



WORK PERSONALITY INDEX

Select Report



14-June-2007

John Sample

About this Report

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

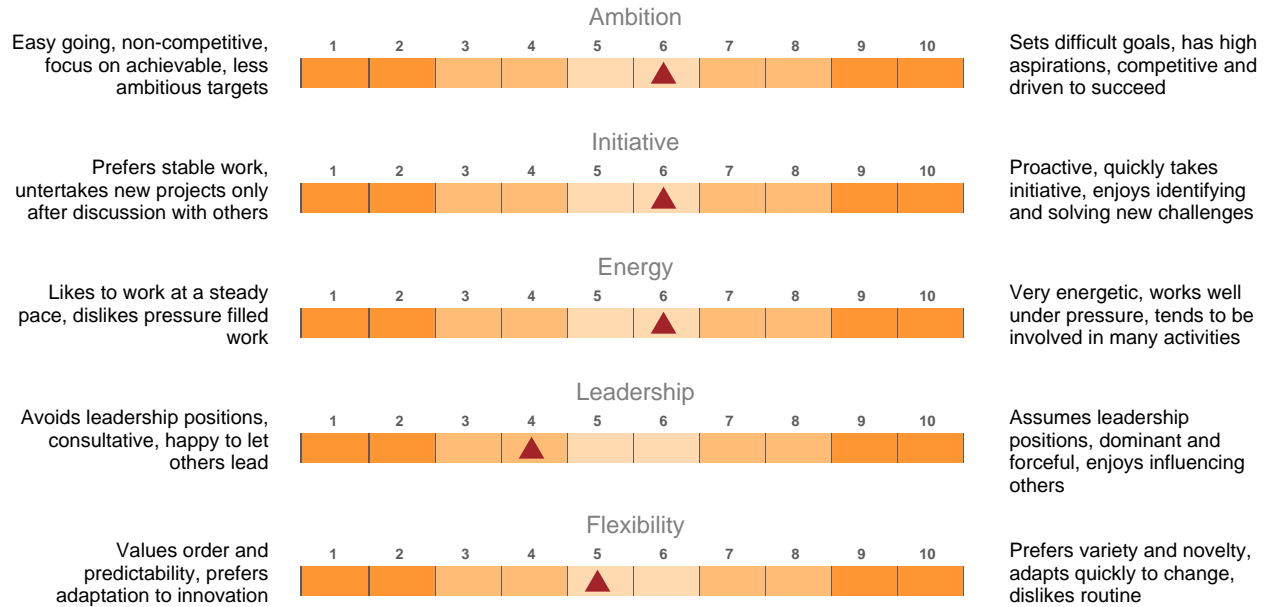
When interpreting Mr. Sample's results, it is important to remember that his scores are not good or bad, only more or less appropriate to certain types of work. For example, high scores on Ambition may be important for success in some occupations, but detrimental in other types of work. Therefore, Mr. Sample's results should be used to highlight his 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 Mr. Sample's own view of his behavior, the accuracy of the results depends upon both his 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 Mr. Sample has undergone significant changes in his work roles, re-testing should be considered.

WPI Profile

Energy and Drive

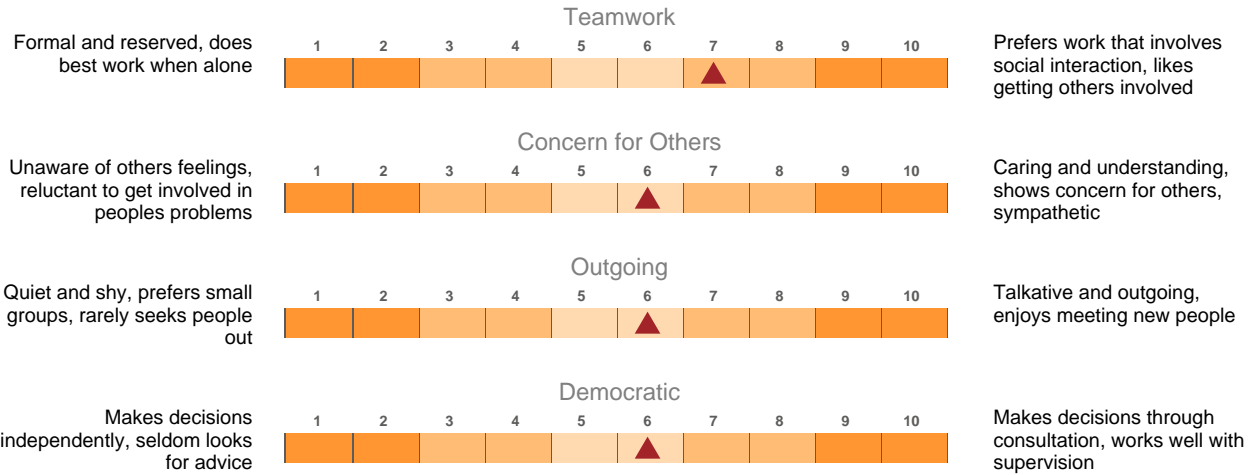


Work Style

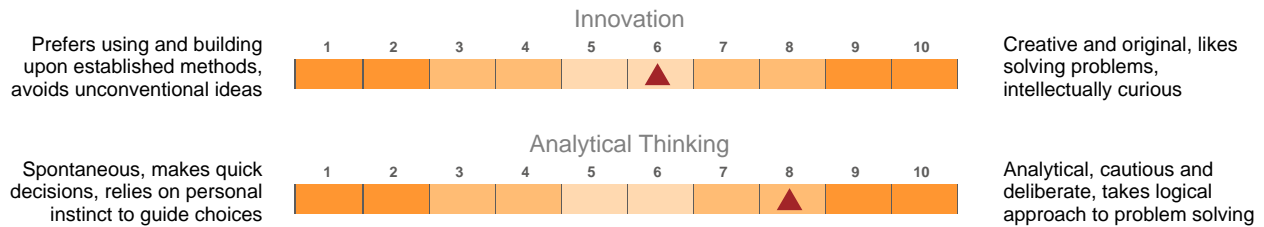


WPI Profile

Working with Others



Problem Solving Style

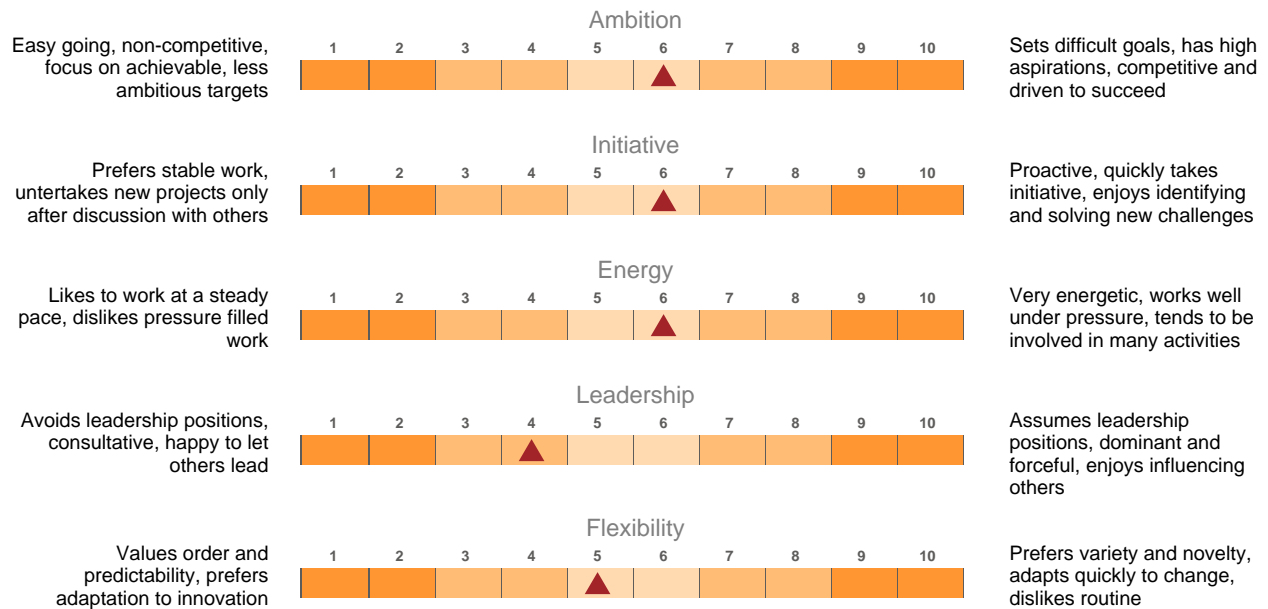


Dealing with Pressure and Stress



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



Mr. Sample reports having an average level of ambition and motivation. In this area he is similar to most people. While he recognizes that setting goals and putting forth a committed effort are necessary to get ahead, career success is not his only priority. Rather, Mr. Sample prefers a balanced approach that reflects both the importance of his work and personal life. He would like to advance in his career and achieve success, but does not mind doing it at a slower pace. As a result, he is likely to set more achievable, less ambitious targets, than individuals with higher scores on the Ambition scale.

He reports an average level of initiative. When presented with clear opportunities, he will take the initiative to make the most of them. However, he does not constantly look for new challenges, and may not capitalize upon all the opportunities that present themselves. While individuals such as Mr. Sample enjoy overcoming obstacles and solving problems, they also appreciate some consistency and stability in their work responsibilities. While Mr. Sample is willing to take on extra work, frequently adding to his responsibilities may lead him to experience stress.

He reports an average level of energy and stamina. While he enjoys work that involves some mental or physical challenges, he does become tired if his work requires too much energy. Instead, he prefers a balanced mix of demanding work, and tasks that can be completed at a steady pace. Mr. Sample finds rest and relaxation as important as challenging work or active hobbies. This balance helps to prevent him from becoming over-committed and burnt out.

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

Mr. Sample has a moderate preference for variety. His responses indicate that he does not mind change, but dislikes working in positions where they occur frequently. Mr. Sample values having some stability and predictability in his work. Therefore, he prefers change that occurs at a slower pace because it allows him time to adjust. When his work requires

too much adaptation, Mr. Sample may begin to feel overwhelmed. It is unlikely that he will make changes for the sake of variety, since he does not mind using established ways of working. He would rather make minor adjustments only when it makes good sense to do so.

Work Style



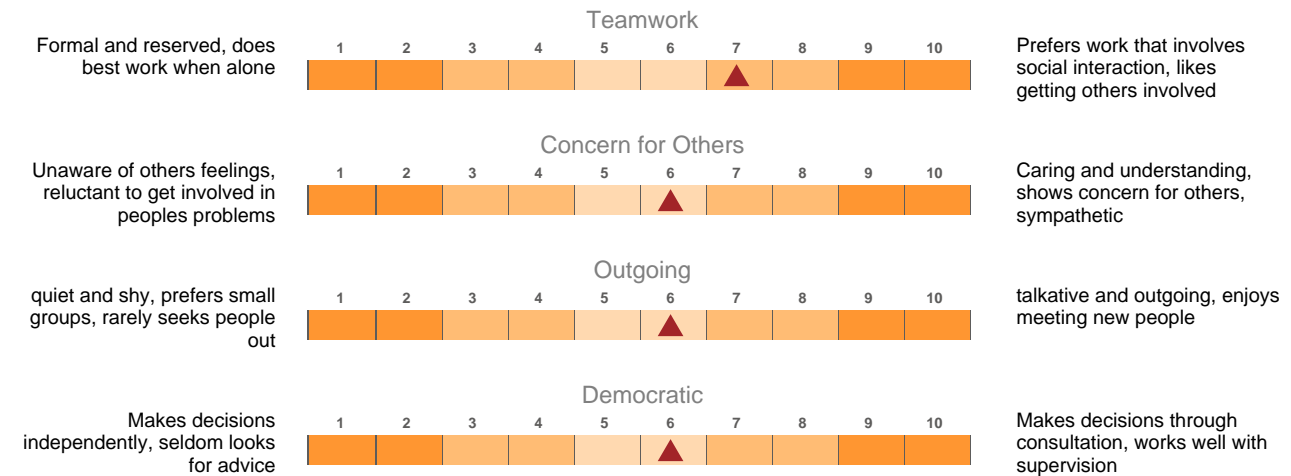
Mr. Sample reports having a level of persistence that is similar to that of most people. In practice, he is motivated to finish his work, but may give up if things become too difficult. As a result, he may not finish difficult projects that are nearly completed. On the other hand, he will not commit too much time and resources to projects that have no realistic chance of success. This combination will help him carefully examine the pros and cons of situations and determine if putting forth a persistent effort is necessary. Similar to most people, Mr. Sample will become tired if his work has a lot of obstacles to overcome. He may also have difficulty sustaining his attention and concentration when there are many distractions in his work setting.

Mr. Sample reports having an eye for detail that is similar to that of most people. When his work occasionally requires him to pay close attention to details, few things will slip past him. However, his preference for this type of work is only moderate, meaning that he is not naturally inclined to concern himself with minor details. Therefore, when his work primarily requires him to pay close attention to specifics, he may miss some things. When tasks need to be done quickly, he is somewhat willing to cut corners. Mr. Sample is likely to work hard at striking an appropriate balance between the efficiency and exactness of his work. Unlike individuals with a strong preference for details, he will also focus on global issues and may be less likely to become bogged down meeting artificially high standards.

Mr. Sample reports a moderate inclination to follow rules and regulations. He does not mind working in a job that is governed by some rules and will do most things by the book. However, he prefers general guidelines to precise regulations and is willing to ignore them if they hinder his 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, he does recognize when regulations are no longer effective and should be by-passed.

Mr. Sample places importance on meeting deadlines and completing his work on time. He reports being concerned about meeting his obligations and following through on his commitments. This high level of conscientiousness manifests itself in Mr. Sample's work with others. When working with colleagues or providing leadership, he will stress the importance of not only completing the work, but completing it on time. He is likely to be described as responsible and trustworthy by people who know him. Mr. Sample almost always does what he promises, rarely letting people down.

Working with Others



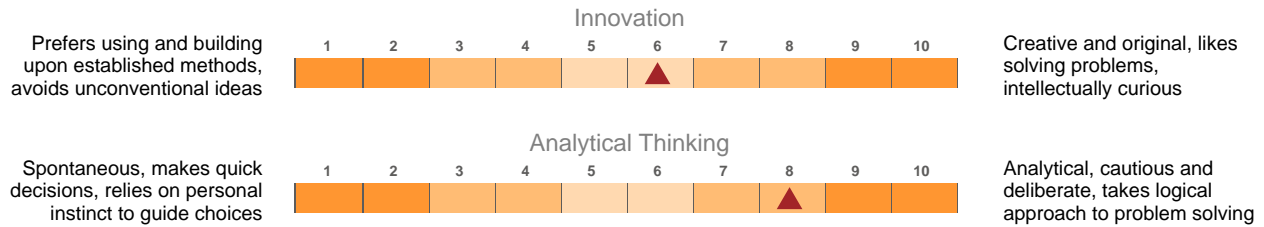
Mr. Sample prefers tasks that allow him to work with people in a collaborative setting. He is cooperative, listens to others, and encourages coworkers to become involved. In most situations he will put the groups success before his own, and he values helping people reach their goals. These preferences make him a good team player. However, in his desire to help others reach their goals, Mr. Sample may promise more than he can deliver. He may also avoid making unpopular decisions and providing critical feedback.

Mr. Sample has an average level of caring and sensitivity toward others. At times, he is quite in tune to others' feelings, adopting a sympathetic and understanding approach. However, he can be selective with his sympathy, and may withhold it from people he does not feel are in serious trouble. This ability allows Mr. Sample insight into interpersonal dynamics, but also some detachment when making unpopular decisions that affect people close to him. If his work responsibilities require him to make a number of decisions that impact people negatively, he may experience stress and moments of indecision.

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

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

Problem Solving Style



Mr. Sample reports having a level of creativity and innovation that is similar to most people. He enjoys solving problems, and likes solutions that are both original and practical. He is fairly open-minded but does get frustrated when people present him with unconventional ideas and solutions. He would rather examine more grounded proposals. Mr. Sample is as likely to build upon someone else's ideas as he is to come up with his own.

Mr. Sample tends to be analytical. He is deliberate, and takes his time thinking things through. Mr. Sample enjoys the gathering, analysis and discussion of data, and when he needs to make a decision he gathers as much information as possible before moving forward. Sometimes his desire to collect data can get in the way of making decisions, even if they appear to be trivial. On the other hand, this analytical style is very desirable in settings where mistakes can lead to serious consequences. When he does move forward, his preferences usually ensure that he has considered most options.

Dealing with Pressure and Stress



Mr. Sample sees himself as very calm, easy-going, and free from anxiety. He tends to keep his emotions in check, often so well that people who know him may not know what he is feeling. Mr. Sample works hard at maintaining his self-control and he rarely allows his emotional reactions to get in the way of what he does. He does not experience anger very often, and is unlikely to take offence at insults. At times his self-control may appear to others as coldness or a lack of involvement. This makes it difficult for him when transmitting enthusiasm and excitement are important. However, when faced with tense situations Mr. Sample rarely says things he later regrets. He can also work comfortably in settings where emotions run high and mediation is required to bring about a positive solution.

Mr. Sample tolerates stress very well. He is able to work effectively in high-pressure situations that require him to cope with many demands. Mr. Sample is seldom overwhelmed by concerns and appears to be able to maintain effective work behavior in the face of setbacks. He finds it easy to relax and can act as a calming influence on others in tense situations. At times, his ability to relax may have a negative impact upon his motivation and energy. On the whole, Mr. Sample will take most situations in stride, and manage them in a balanced, adaptive way. He is able to leave work stress free, and does not worry about things outside his control. When placed in work without any pressure, he may become bored and lethargic.