

WPI Reports Available



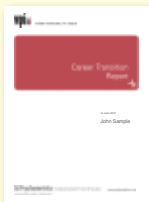
WPI LEADERSHIP COMPETENCY REPORT

Designed as a tool for professional growth. This report describes key features of individuals' personal style that influence their approach to tasks, ways of interacting with people and performance at work. It contains interpretive notes that are useful for increasing leadership effectiveness and highlights the competencies generally associated with each personality trait.



WPI PERSONAL EFFECTIVENESS REPORT

Designed for personal development, team building and coaching, this report provides a wealth of information. It describes the client's preferences and strengths, and suggests techniques for increasing effectiveness in work settings.



WPI CAREER TRANSITION REPORT

Provides insight into the kinds of work individuals enjoy and how they can manage career change. It describes an individual's work style, their approach to solving problems, managing change and dealing with stress. The report provides exercises to help people understand their work strengths and develop a plan for changing careers.



WPI SELECT REPORT

The WPI Select Report is designed to help guide personnel selection decisions. Measuring 17 personality traits, the Select Report provides a comprehensive assessment of candidates' at work personality.



WPI JOB MATCH

Matching people with positions has never been easier. This convenient and flexible system allows you to customize the WPI for different occupations in your organization. It allows you to specify then measure the personality characteristics necessary for effective job performance.



Work Personality Index

MEASURE

PERSONALITY TRAITS THAT DIRECTLY INFLUENCE A
PERSON'S WORK PERFORMANCE AND TASK EFFECTIVENESS



For more information:

www.psychometrics.com 1.800.661.5158





What is the Work Personality Index?

The *Work Personality Index (WPI)* is an advanced measure of work personality characteristics. It provides professionals with a valid and reliable measure of personality dimensions, which research has shown contribute to work performance and task effectiveness.

Based on a model of 17 personality traits, the WPI helps describe an individual's style in terms of job-related strengths and weaknesses. This information is valuable for hiring decisions, coaching leaders, team-building, and succession planning.

What the WPI Measures

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|---|------------------------------------|---------------------------------|
| 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 |

HOW THE WPI HELPS

Selecting Employees

The *WPI* assesses candidate work behavior, and shows you how a person will interact with others, complete their tasks, solve problems and deal with change. This information will help you match applicants' characteristics with job requirements, increasing both the efficiency and accuracy of your selection process.

Developing Employees

The *WPI* helps employees become more aware of their skills, preferences and values and then identifies areas for development. This gives employees the opportunity to build upon their strengths and evaluate future opportunities that will increase their success.

Coaching Leaders

The *WPI* provides specific developmental strategies for leaders based on who they are and what they are capable of. The *WPI* helps leaders recognize their key strengths and areas of competency, and identifies ways to increase their leadership effectiveness. Covering areas such as communication, managing people, navigating change, and solving problems, the *WPI* provides a full picture of a leader's work style.

“ They [*HR Managers*] all agreed that the *WPI* measures the core competencies that our organization has identified. The results match our approach in training, performance appraisal and progress through rank. I will continue to use the *WPI*. ”

– Maryse Lavigne
Manager, Training & Development
Human Resource Services
University of Ottawa