



International Norms

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Introduction

The *Work Personality Index* (WPI) has been used around the world for over 10 years. As part of the ongoing development and evaluation of the WPI and the personality traits it measures, Psychometrics and its international partners have developed norms for Australia, South Africa and France. This data supplement analyzes the functions of the scales and the score distributions in these countries. The Australian sample consists of 12427 people (5186 females and 7241 males); the South African sample consists of 2633 people (881 females and 1280 males); the French sample consists of 2345 people (1839 females and 794 males). The following information is reported for each country:

- **Means, Standard deviations, scale reliability and Range**
- **Means and Standard Deviations for Male and Female samples**
- **Inter-correlation matrices**
- **Rotated factor solutions**

The samples from different countries show similar characteristics:

- The range and reliabilities of the personality scales are similar
- The median internal consistency reliabilities are between 0.79 and 0.80
- Factor structures are similar across countries

At this level, participants from different countries responded to the *Work Personality Index* in a highly similar fashion. This gives administrators the first level of confidence that the *Work Personality Index* may be utilized across countries with similar interpretations.

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AUSTRALIA

Table I – Descriptive Statistics for Australian Sample (n=12427)

	Mean	SD	KR20	# of Items	Range
Ambition	32.35	3.70	0.78	8	8-40
Initiative	32.96	3.40	0.78	8	8-40
Flexibility	34.01	4.30	0.75	10	13-50
Energy	36.66	4.05	0.82	9	13-45
Leadership	27.02	4.60	0.85	8	8-40
Persistence	38.42	4.13	0.83	9	13-45
Attention to Detail	35.94	4.40	0.80	9	9-45
Rule-Following	38.15	5.89	0.86	10	15-50
Dependability	42.67	4.48	0.83	10	10-50
Teamwork	36.17	3.44	0.73	9	9-45
Concern for Others	37.12	4.16	0.82	9	9-45
Outgoing	33.57	3.77	0.70	9	13-45
Democratic	27.28	3.63	0.59	9	9-41
Innovation	34.74	4.75	0.86	9	9-45
Analytical Thinking	31.26	3.73	0.77	8	10-40
Self-Control	34.88	4.76	0.80	10	9-45
Stress Tolerance	39.14	4.94	0.84	9	14-50

AUSTRALIA

Table 2 – Mean Raw Scores on WPI Scales for Females and Males Australian Sample

	Female (N=5186)		Male (N=7241)	
	Mean	SD	Mean	SD
Ambition	32.28	3.67	32.39	3.72
Initiative	33.30	3.38	32.72	3.39
Flexibility	34.07	4.30	33.96	4.31
Energy	36.80	4.02	36.56	4.07
Leadership	26.38	4.64	27.48	4.52
Persistence	38.68	4.04	38.24	4.17
Attention to Detail	36.42	4.33	35.60	4.42
Rule-Following	38.08	5.79	38.19	5.96
Dependability	43.31	4.31	42.21	4.54
Teamwork	36.36	3.41	36.04	3.45
Concern for Others	38.36	3.91	36.23	4.10
Outgoing	33.84	3.69	33.38	3.81
Democratic	27.39	3.73	27.20	3.55
Innovation	34.18	4.77	35.13	4.70
Analytical Thinking	30.98	3.75	31.47	3.69
Self-Control	34.88	4.73	34.87	4.79
Stress Tolerance	38.86	5.03	39.34	4.86

AUSTRALIA

Table 3 – Inter-correlations of 17 WPI Scales for the Australian Sample (n= 12427)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
1	Ambition	1.00																
2	Initiative	0.65	1.00															
3	Flexibility	0.34	0.46	1.00														
4	Energy	0.63	0.66	0.33	1.00													
5	Leadership	0.38	0.41	0.30	0.32	1.00												
6	Persistence	0.62	0.57	0.17	0.65	0.23	1.00											
7	Attention to Detail	0.45	0.39	-0.06	0.47	0.10	0.63	1.00										
8	Rule-Following	0.31	0.23	-0.18	0.35	-0.02	0.51	0.60	1.00									
9	Dependability	0.56	0.52	0.12	0.58	0.18	0.79	0.62	0.49	1.00								
10	Teamwork	0.38	0.45	0.20	0.45	0.14	0.44	0.32	0.35	0.40	1.00							
11	Concern for Others	0.33	0.42	0.11	0.37	0.02	0.42	0.37	0.33	0.46	0.53	1.00						
12	Outgoing	0.27	0.36	0.20	0.38	0.13	0.33	0.22	0.23	0.28	0.67	0.42	1.00					
13	Democratic	-0.11	-0.12	-0.11	-0.08	-0.26	-0.08	-0.03	0.08	-0.08	0.34	0.13	0.32	1.00				
14	Innovation	0.49	0.58	0.41	0.45	0.36	0.39	0.27	0.13	0.33	0.31	0.30	0.26	-0.12	1.00			
15	Analytical Thinking	0.46	0.49	0.24	0.39	0.28	0.40	0.43	0.24	0.38	0.31	0.32	0.18	-0.01	0.55	1.00		
16	Self-Control	0.30	0.35	0.12	0.43	-0.01	0.47	0.40	0.43	0.47	0.44	0.51	0.33	0.04	0.28	0.29	1.00	
17	Stress Tolerance	0.49	0.56	0.30	0.65	0.26	0.58	0.43	0.37	0.52	0.45	0.36	0.37	-0.07	0.43	0.40	0.66	1.00

AUSTRALIA

Table 4 – Rotated Component Matrix for WPI Australian Sample

	1	2	3	4	5
Ambition	0.59				
Initiative	0.63				
Flexibility	0.57				
Energy	0.56				
Leadership	0.77				
Persistence		0.71			
Attention to Detail		0.81			
Rule-Following		0.76			
Dependability		0.71			
Teamwork			0.74		
Concern for Others	0.45		0.41		
Outgoing			0.78		
Democratic			0.74		
Innovation				0.71	
Analytical Thinking				0.82	
Self-Control					0.82
Stress Tolerance					0.69

SOUTH AFRICA

Table 5 – Descriptive Statistics for the South African Sample (n=2162)

	Mean	SD	KR20	# of Items	Range
Ambition	32.93	3.80	0.74	8	15-40
Initiative	33.30	3.68	0.75	8	14-40
Flexibility	34.63	4.92	0.75	10	13-50
Energy	36.69	4.37	0.81	9	15-45
Leadership	28.78	4.78	0.82	8	11-40
Persistence	38.87	4.20	0.80	9	19-45
Attention-to-Detail	36.06	4.41	0.77	9	15-45
Rule-Following	37.52	6.08	0.83	10	16-50
Dependability	42.42	4.61	0.79	10	25-50
Teamwork	35.18	4.16	0.75	9	18-45
Concern for Others	36.34	4.45	0.79	9	14-45
Outgoing	32.81	4.52	0.72	9	16-45
Democratic	25.96	4.12	0.57	9	11-41
Innovation	35.11	4.92	0.83	9	16-45
Analytical Thinking	31.06	3.81	0.72	8	16-40
Self-Control	33.23	5.38	0.79	10	13-45
Stress Tolerance	39.27	5.41	0.82	9	11-50

SOUTH AFRICA

Table 6 – Mean Raw Scores on WPI Scales for Male and Female South African Sample

	Female (N=881)		Male (N=1280)	
	Mean	SD	Mean	SD
Ambition	32.76	3.72	33.04	3.86
Initiative	33.36	3.77	33.26	3.62
Flexibility	34.54	5.11	34.70	4.79
Energy	36.63	4.41	36.72	4.34
Leadership	27.99	4.87	29.32	4.64
Persistence	38.94	4.12	38.82	4.26
Attention-to-Detail	36.32	4.34	35.88	4.46
Rule-Following	37.71	6.03	37.39	6.11
Dependability	42.99	4.49	42.03	4.65
Teamwork	34.79	4.19	35.44	4.12
Concern for Others	36.97	4.37	35.91	4.45
Outgoing	32.56	4.60	32.98	4.45
Democratic	25.96	4.12	25.96	4.13
Innovation	34.23	5.15	35.72	4.65
Analytical Thinking	30.52	3.88	31.42	3.71
Self-Control	33.00	5.31	33.39	5.43
Stress Tolerance	38.57	5.68	39.74	5.17

SOUTH AFRICA

Table 7 – Inter-correlations of 17 WPI Scales for the South African Sample (n=2162)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
1	Ambition	1.00																
2	Initiative	0.61	1.00															
3	Flexibility	0.36	0.46	1.00														
4	Energy	0.62	0.66	0.36	1.00													
5	Leadership	0.42	0.47	0.27	0.40	1.00												
6	Persistence	0.61	0.58	0.22	0.65	0.35	1.00											
7	Attention-to-Detail	0.39	0.38	-0.01	0.46	0.19	0.59	1.00										
8	Rule-Following	0.25	0.21	-0.20	0.32	0.08	0.45	0.57	1.00									
9	Dependability	0.54	0.52	0.17	0.56	0.30	0.74	0.55	0.43	1.00								
10	Teamwork	0.32	0.41	0.18	0.43	0.22	0.38	0.32	0.29	0.30	1.00							
11	Concern for Others	0.36	0.39	0.16	0.38	0.15	0.39	0.33	0.27	0.43	0.45	1.00						
12	Outgoing	0.23	0.35	0.20	0.39	0.18	0.29	0.22	0.19	0.23	0.68	0.38	1.00					
13	Democratic	-0.15	-0.15	-0.13	-0.09	-0.24	-0.09	-0.01	0.10	-0.07	0.35	0.11	0.32	1.00				
14	Innovation	0.50	0.59	0.40	0.51	0.42	0.46	0.32	0.14	0.36	0.38	0.28	0.35	-0.11	1.00			
15	Analytical Thinking	0.46	0.47	0.29	0.38	0.34	0.41	0.44	0.21	0.39	0.32	0.30	0.19	-0.05	0.53	1.00		
16	Self-Control	0.25	0.32	0.14	0.40	0.01	0.43	0.38	0.36	0.39	0.42	0.46	0.36	0.10	0.28	0.31	1.00	
17	Stress Tolerance	0.47	0.59	0.36	0.65	0.35	0.59	0.42	0.31	0.52	0.48	0.35	0.39	-0.06	0.49	0.42	0.62	1.00

SOUTH AFRICA

Table 8 – Rotated Component Matrix for the South African Sample

	1	2	3	4	5
Ambition	0.68				
Initiative	0.71				
Flexibility	0.44				
Energy	0.67				
Leadership	0.79				
Persistence	0.55	0.48			
Attention-to-Detail		0.70			
Rule-Following		0.81			
Dependability		0.51			
Teamwork			0.76		
Concern for Others			0.32		
Outgoing			0.79		
Democratic			0.74		
Innovation	0.53			0.55	
Analytical Thinking				0.87	
Self-Control					0.82
Stress Tolerance					0.66

FRANCE

Table 9 – Descriptive Statistics for French Sample (n=2633)

	Mean	SD	KR20	# of Items	Range
Ambition	24.70	3.97	0.72	8	8-35
Initiative	29.42	4.38	0.80	8	11-40
Flexibility	31.07	4.36	0.73	10	14-44
Energy	30.79	5.32	0.84	9	10-45
Leadership	26.82	5.21	0.86	8	8-40
Persistence	34.84	5.28	0.86	9	11-45
Attention to Detail	32.37	5.35	0.81	9	9-45
Rule-Following	30.33	6.10	0.87	10	13-45
Dependability	39.71	5.00	0.82	10	20-50
Teamwork	32.32	4.74	0.79	9	13-45
Concern for Others	35.54	4.34	0.78	9	13-45
Outgoing	31.47	5.09	0.79	9	12-45
Democratic	25.48	4.02	0.65	9	10-37
Innovation	32.24	5.84	0.88	9	9-45
Analytical Thinking	28.68	4.07	0.71	8	12-40
Self-Control	26.15	4.92	0.76	10	9-40
Stress Tolerance	32.04	5.81	0.79	9	13-49

FRANCE

Table 10 – Mean Raw Scores on WPI Scales for Female and Male French Sample

	Female (N=1839)		Male (N=794)	
	Mean	SD	Mean	SD
Ambition	24.62	3.92	24.90	4.06
Initiative	29.31	4.35	29.68	4.45
Flexibility	31.08	4.42	31.03	4.23
Energy	30.88	5.30	30.60	5.36
Leadership	26.62	5.17	27.27	5.28
Persistence	34.84	5.26	34.83	5.33
Attention to Detail	32.57	5.33	31.93	5.35
Rule-Following	30.61	6.08	29.68	6.12
Dependability	39.96	5.00	39.13	4.96
Teamwork	32.33	4.74	32.31	4.74
Concern for Others	36.13	4.29	34.17	4.13
Outgoing	31.68	5.03	30.99	5.19
Democratic	25.62	4.07	25.17	3.90
Innovation	31.79	5.90	33.27	5.59
Analytical Thinking	28.23	4.03	29.71	3.99
Self-Control	25.74	4.86	27.08	4.94
Stress Tolerance	31.50	5.74	33.31	5.78

FRANCE

Table 11 – Inter-correlations of 17 WPI Scales for the French Sample (n=2633)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
1	Ambition	1.00																
2	Initiative	0.62	1.00															
3	Flexibility	0.29	0.56	1.00														
4	Energy	0.51	0.57	0.33	1.00													
5	Leadership	0.52	0.69	0.35	0.48	1.00												
6	Persistence	0.56	0.48	0.18	0.55	0.37	1.00											
7	Attention to Detail	0.43	0.23	-0.13	0.32	0.21	0.57	1.00										
8	Rule-Following	0.22	0.05	-0.32	0.25	0.03	0.44	0.54	1.00									
9	Dependability	0.43	0.35	0.07	0.44	0.26	0.75	0.57	0.47	1.00								
10	Teamwork	0.15	0.23	0.17	0.26	0.18	0.24	0.12	0.19	0.22	1.00							
11	Concern for Others	0.11	0.12	0.10	0.08	0.01	0.16	0.13	0.14	0.28	0.45	1.00						
12	Outgoing	0.13	0.26	0.22	0.26	0.22	0.20	0.08	0.10	0.19	0.76	0.37	1.00					
13	Democratic	-0.12	-0.18	-0.09	-0.02	-0.19	-0.06	-0.03	0.17	-0.01	0.56	0.26	0.50	1.00				
14	Innovation	0.42	0.55	0.46	0.27	0.44	0.23	0.13	-0.10	0.12	0.12	0.11	0.16	-0.16	1.00			
15	Analytical Thinking	0.38	0.38	0.26	0.19	0.29	0.27	0.26	0.00	0.20	0.13	0.11	0.07	-0.09	0.42	1.00		
16	Self-Control	0.16	0.23	0.20	0.26	0.11	0.39	0.19	0.21	0.30	0.30	0.18	0.19	0.05	0.14	0.22	1.00	
17	Stress Tolerance	0.37	0.50	0.37	0.55	0.41	0.47	0.21	0.15	0.33	0.26	0.03	0.22	-0.05	0.32	0.29	0.66	1.00

FRANCE

Table 12 – Rotated Component Matrix for WPI French Sample

	1	2	3	4	5
Ambition	0.64				
Initiative	0.83				
Flexibility	0.62				
Energy	0.67				
Leadership	0.80				
Persistence		0.70			
Attention to Detail		0.82			
Rule-Following		0.79			
Dependability		0.76			
Teamwork			0.86		
Concern for Others			0.59		
Outgoing			0.84		
Democratic			0.77		
Innovation				0.57	
Analytical Thinking				0.77	
Self-Control					0.90
Stress Tolerance					0.78