

2023 WORK PERSONALITY INDEX® UPDATE FAQ

Q: What has changed in this update of the Work Personality Index?

A: There are two main changes in this update. First, the number of items is reduced from 198 questions to 113, while still measuring the same scales. Second, people completing the Work Personality Index can choose to complete the assessment in the language of their choice, rather than the administrator having to setup a language specific version of the assessment. on job performance. Based on 21 traits, the insights provided in the various reports will help you identify key motivators and behaviours for an individual.

Q: What are the benefits?

A: By reducing the number of items, while still maintaining the same reliability and validity, individuals can complete the Work Personality Index much faster. The average administration time is reduced by more than 40%.

Q: Should I change how I interpret the results?

A: No. You can interpret scale scores in the exact same way you currently do. We are changing nothing about the underlying dimensions or constructs that the Work Personality Index measures or predicts.

Q: Has the norm group changed?

A: The norm group has not changed. You can find detailed information about the norm group in the Work Personality Index Manual on pages 40 to 55. Click the link to [view the manual](#).

Q: How do I start using the updated version of the Work Personality Index?

A: The move to the new version will be automatic - so you won't have to do anything!

Q: Are there any additional costs associated with the updated assessment?

A: No.

Q: Where can I find more information?

A: Click the link to review the [technical documentation for the Work Personality Index revision](#).



