

Report Work-related Personality Inventory Ipsative (WPI-I)

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Consultant	Example Assessor
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Test-Toolkit
by ixly



Introduction

Before reading your results

This report is a tool for gaining self-insight. We therefore cannot accept responsibility for the accuracy of the descriptions and conclusions. Your own and your adviser's critical attitude remain vital in this process. Psychological evaluation reports remain valid for up to two years and should be destroyed after that period. Your adviser should request your permission before discussing this report and its conclusions with others.

Structure

This automated report describes your personality traits. These are determined based on the answers you have provided in the questionnaire. Your answers were compared to answers given by a large group of peers. First we give a description of your personal style with regard to Influence. This includes traits relevant to your need to accomplish things. It also concerns the extent to which you influence your surroundings and the extent to which you have an independent attitude. Under the heading Sociability you will find a list of statements regarding your personality traits which influence the contact you have with others. The personality traits listed under Enthusiasm refer to the extent to which you feel involved with your work and the people around you. The way in which you do your job and your corresponding personal style are elaborated on under the heading Structure. This relates to the level of structure, predictability and complexity of the working environment which suits your personality. Finally we focus on your Stability. This includes personality traits such as self-confidence, resilience and your overall personal well-being.

Disclaimer and copyright

In accordance with NIP guidelines, this report is valid for a maximum of two years as people may change over a period of time.

This automatically generated report describes an individual's personality traits as derived from the answers to the questionnaires. The answers are compared to those given by a large group of other people. The subjective nature of assessments based on questionnaires should be taken into account when interpreting the results. The test supplier can therefore not accept responsibility for the accuracy of the results and descriptions.

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Description of personality traits

Influence

This personality questionnaire shows you to be someone for whom social status is very important. Work should contribute to respect and prestige. Making a career for yourself is very relevant to you. You strive to reach the top in your work and are willing to make sacrifices for this. The test furthermore shows that you are averagely decisive in a group. You are able to exert influence on others, but you do not feel the need to be in charge. You like to be heard but you can also go along with the opinion of others. You are able to exert more influence if necessary. The test also shows that you are competitive. You are inclined to compare yourself to others. You feel satisfaction when your results are better than those of others. You are willing to invest in that. It makes you unhappy when you achieve less than others. And finally, we are able to conclude that you seek a normal level of limelight, without doing so all too conspicuously. You do not feel a constant need to be the centre of attention, but neither do you shy away from it.

Sociability

You generally enjoy being around other people, but you do not regard being alone as unpleasant. You have an average need for social contact. You do not avoid events where you might meet new people. You may feel inhibited and tense when you come into contact with other people. You do not particularly enjoy contact with strangers, but you do not avoid it either. The survey also shows that you are very open. You talk freely, even about more personal feelings and experiences. You do not mind showing your vulnerabilities. You are seen as an 'open book' by others. In terms of the trust you feel towards others, we may conclude that you trust people's good intentions. You have faith in people. This leads to you sometimes being perceived as too open-minded and naive. In terms of friendliness, the test shows that, compared to others, you are usually seen as positive and cheerful. You come across as friendly. This makes you accessible without making you overly cheerful or spontaneous. And finally, we can establish that you are reasonably attentive. You are willing to help others, but in doing so keep within your own boundaries. You usually react sensitively and tactfully.

Enthusiasm

Compared to others, you score a little lower in terms of energy at work. You prefer a working pace you can keep up with. You prefer to have sufficient time to finish things. The test furthermore shows that you have great personal ambition. You always want to learn more, gain more knowledge and learn new skills. Continual personal improvement is important to you. In your work you like to set yourself challenging goals and improve your performance. Furthermore, your level of perseverance could be a bit better. You usually take your tasks seriously but at times you may show less discipline in dealing with your responsibilities. Your perseverance may be tested at times and you might give up when facing difficulties. This may make people doubt your reliability. Furthermore, we can say that you are able to adjust to new circumstances. You do not mind doing new things. You accept that situations sometimes turn out differently than expected. At the same time you are able to accept things that do not change. You are brimming with ideas. Very creative thoughts or solutions naturally come to you and you always come up with new ideas. You see yourself as an ideas generator. Lastly, it transpires that you are averagely independent. You are happy to consult with others about how you do your job. This means that you are able to work independently, although you like to know what is expected of you.

Structure

The first thing to stand out is that you feel little need for order and structure. Tidying up and creating order have little priority with you. This means you may lose things. You and your work may therefore seem chaotic and messy. In terms of accuracy, we can say you are quite meticulous. You have reasonable eye for detail which makes you less inclined to make careless mistakes. The questionnaire also shows you have a great need for variety. You find uniformity in working procedures and regular patterns oppressive and dull. Furthermore, you have an average level of sensitivity towards and respect for authority. You will usually try to adjust to the group unless you see reasons not to. You tend to accept orders from managers, but you also would like to first understand why the orders are necessary. And finally, we can conclude that you make decisions swiftly even when there is no time pressure to do so. You like making difficult decisions. You are willing to take risks. You may be described as spontaneous, but also as impulsive or careless at times.

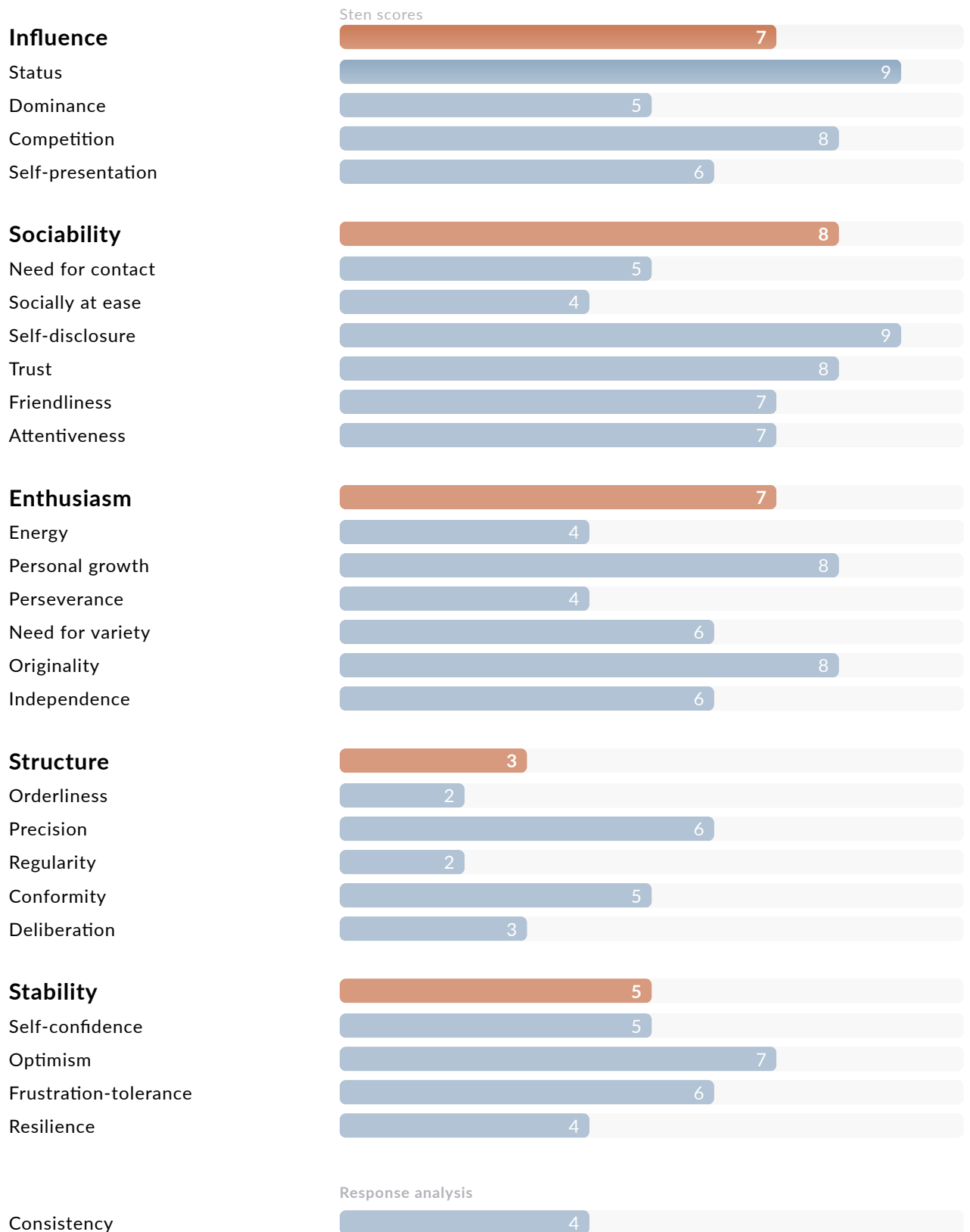


Stability

Your answers show that you have a normal level of self-confidence. You recognise your own qualities and abilities. You regularly spend time thinking about what you feel are your less positive characteristics. We may also conclude that your view of the future is positive. You are seldom melancholy. You generally assume people mean you well. You are not generally easily annoyed by other people's behaviour or mistakes. You are fairly patient, although not endlessly. When things go wrong you may worry but you are not easily shaken. You may take criticism personally. You sometimes find it hard to react calmly to setbacks. Although you might feel a little bad and unbalanced for a while, you are able to recover from a negative experience rather quickly.



Graphical representation of your results





Competence indicator

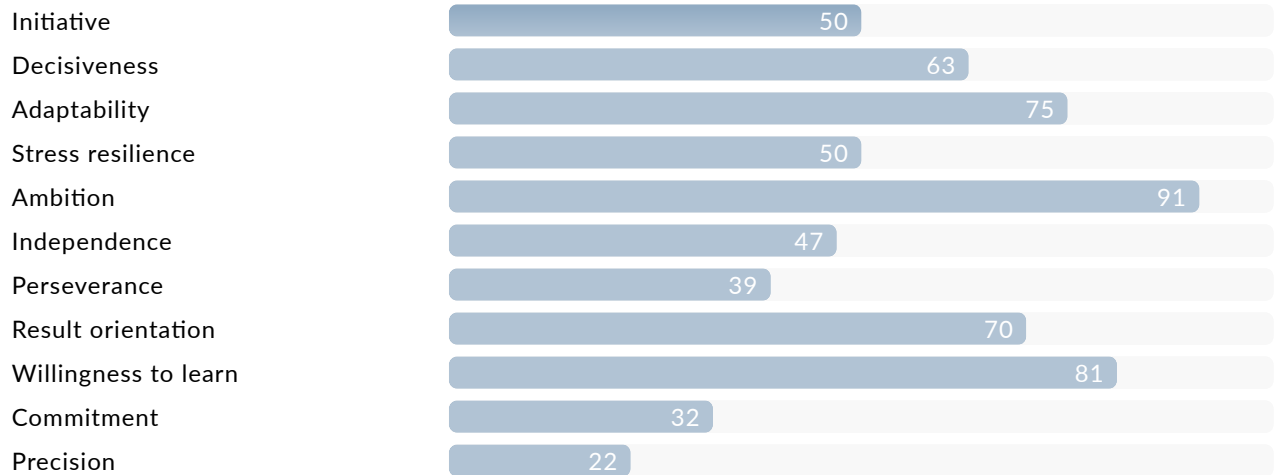
Competences are interpreted as: 'the ability a person has to exhibit effective behaviour in a certain task situation'. Based on your personality profile, we suggest to what extent you are likely to develop certain competences. Since the development of competences also depends on your experience and knowledge, it is impossible to indicate whether you have actually developed a certain competence and if so, to what level. Each competence is dependent on multiple personality traits. Based on your personality profile, a picture emerges about the extent to which you may develop 29 competences. Competences which are highly dependent on intellectual capacities are not included. Nor is a personality profile a sufficient basis on which to accurately determine the ability to develop competences that rely on communication skills. Therefore these have not been included in the Competence Indicator.



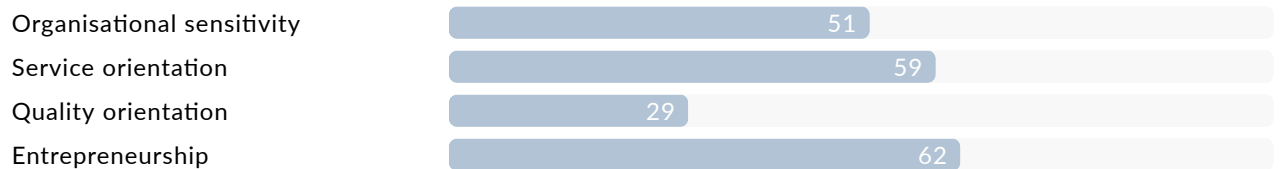
Graphical representation of competences

Percentages

Personal tendencies



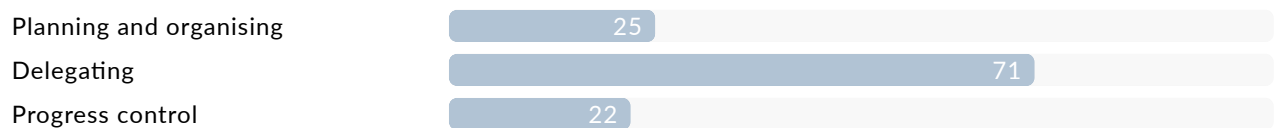
Organisational tendencies



Ability to influence



Organisational capacity



Relational ability





Definition of personality traits

Influence

The extent to which the environment determines his or her actions and how independently he or she acts.

- Status** Wanting to achieve the best possible. Wanting to get higher up.
- Dominance** Taking the lead. Playing a decisive role in the collaboration.
- Competition** Wanting to be better than others.
- Self-presentation** Like being the centre of attention.

Sociability

Characteristics that determine personal contact with others.

- Need for contact** Being in need of company.
- Socially at ease** Feeling relaxed in contact with others.
- Self-disclosure** Wanting to share one's own feelings with others.
- Trust** Believing in the good intentions of others.
- Friendliness** Being nice, happy and cheerful towards others.
- Attentiveness** Feeling involved with others. Wanting to help others.

Enthusiasm

A person's motivations in their work.

- Energy** Having the energy to do a lot.
- Personal growth** Driven to make full use of his or her own qualities.
- Perseverance** Showing commitment. Taking tasks and agreements seriously and sticking to them.
- Need for variety** Enjoying change and gaining new experiences.
- Originality** Coming up with new solutions. Being creative.
- Independence** Wanting to do business in own way.



Structure

The extent to which someone behaves in a goal-oriented way and organises him or herself.

Orderliness Applying structure.

Precision Working with care, with an eye for detail.

Regularity Needing order and rules.

Conformity Being able to adapt to the applicable standards and values. Respecting authority.

Deliberation Thinking carefully before taking action.

Stability

The degree to which someone is emotionally stable. Self-confidence, resilience. Feeling good in general.

Self-confidence Being self-confident.

Optimism Having a positive outlook on life.

Frustration-tolerance Being tolerant towards others.

Resilience Having adequate ability to deal with criticism and setbacks.



Competence definitions

Personal tendencies

- Initiative** Is able to take initiative, able to take efficient action on own accord.
- Decisiveness** Is able to make quick and effective decisions.
- Flexibility** Is able to act purposefully and effectively under different and changing circumstances by changing behavioural style.
- Stress resilience** Is able to function effectively in stressful situations.
- Ambition** Is ambitious, wants to achieve more than others.
- Independence** Is able to work independently, set own goals and give them shape and substance.
- Perseverance** Is focused, even when faced with setbacks, on finishing what has been started.
- Result orientation** Is driven to reach concrete goals and results.
- Willingness to learn** Is willing to develop and expand knowledge and skills through learning.
- Commitment** Is able and willing to put in great effort over a longer period of time.
- Precision** Is able to work precisely and has an eye for detail and context.

Organisational focus

- Organisational sensitivity** Is able to recognise the influence and consequences of own decisions or activities on other parts of the organisation.
- Service orientation** Is able to empathise with and react to clients' needs.
- Quality orientation** Is focused on delivering high quality and on perfection.
- Entrepreneurship** Is focused on gaining advantage by spotting and using business opportunities and taking calculated risks.

Influential capacity

- Persuasiveness** Is able to persuade others to share point of view, proposal or idea.
- Directing groups** Is able to provide leadership to a group.
- Directing individuals** Is able to give direction to an individual.
- Coaching employees** In managerial role is able to stimulate employees and guide them in their development.
- Negotiating** Is able to sound out mutual interests and positions and use them to come to an agreement that is acceptable to all parties.

Organisational capacity

- Planning and Organising** Is able to plan and organise activities and duties.
- Delegating** Is able to effectively delegate duties to others.



Progress control Is able to follow up on undertaken tasks, to check on their progress.

Relational capacity

Sensitivity Is able to read other people's signals and adequately respond to them.

Cooperation Is able to achieve joint goals by working constructively with others.

Presentation Makes a strong and professional impression on others.

Maintenance of business contacts Is able to constructively form and maintain relationships.

Sociability Is at ease and enjoys being in groups.

Assertiveness Is able to stand up for own opinions, even when under pressure from others.



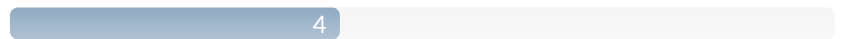
Response analysis

This chapter focuses on the manner in which you filled in the questionnaire. Your answers are analysed in two ways: Consistency and Response tendency.

Consistency is a measurement we use to determine whether your answers to the questions were consistent. The higher the score in the graph, the more consistently the questionnaire was filled in. For very low scores (<3), the results should be interpreted with caution.

Response tendency provides information about your response pattern in comparison to others. If the bar diverges to the left, it means you selected this answer option (1 to 4) less often than the reference group. A bar diverging to the right, indicates that you selected this specific answer option more often than the reference group. The percentage of the difference can be found on the horizontal axis.

Consistency



Response tendency

Response option 1



Response option 2



Response option 3



Response option 4





Interpretation of the scores

This report contains a number of figures which we would like to explain. The graphic representation of the personality traits is shown in sten scores.

Sten scores have the following meanings:

Sten	Meaning
1	Far below average
2	Well below average
3	Below average
4	Just below average
5	Average
6	Average
7	Just above average
8	Above average
9	Well above average
10	Far above average