

Report Work-related Personality Inventory Normative (WPI-N)

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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 that you are someone who attributes little value to your job's social status. Having a successful career is not important to you. The test furthermore shows that you are somewhat modest in groups and when working with other people. You would rather let someone else be in charge. In a group you tend to be a follower rather than a leader. The test also shows is that you are competitive. You are inclined to compare yourself to others. You feel a certain satisfaction when you achieve better results than others, but you will not sacrifice everything to succeed. And finally, we are able to conclude that your behaviour is somewhat modest. You do not feel the need to be the centre of attention, but you do not actively avoid it when asked of you.

Sociability

Generally you enjoy being alone. You are a loner. You do not miss contact with others. You have a wait-and-see attitude towards strangers. 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 questionnaire shows that you are an averagely open person. You talk about your feelings and experiences with people you trust and have no trouble showing your vulnerabilities. With people you do not know very well, your attitude is at first less open. In terms of the trust you feel towards others, we may conclude that you are neither sceptical nor gullible. You believe that most people have good intentions but you would still like to know what kind of person you are dealing with. Your basic attitude towards people is neutral. In terms of friendliness, the test shows that, compared to others, you are seen as serious and business-like. You prefer to keep your contacts functional. You may be short and to the point in doing so. Others may therefore perceive you as distant or cold. And finally, we can establish that you are not very caring. You feel everybody should take care of themselves. You do not pay much attention to how others are feeling and will not easily offer help. Others may therefore find you disinterested.

Enthusiasm

Compared to others, you score somewhat low in terms of energy at work. You prefer a slow working pace and sufficient time to finish things. You are also not particularly pro-active. Your job should not be too demanding in that regard. The test furthermore shows that you have little personal ambition. You are happy with the way things are. You do not feel the need to learn new things; you prefer doing the things you already know. You would rather avoid things you find difficult. Furthermore, your level of perseverance is limited. You find it difficult to finish annoying and dull tasks and may even give up when you encounter difficulties. You treat your responsibilities and agreements very flexibly. Others may find your lack of punctuality and perseverance annoying. You therefore avoid taking on responsibilities. Furthermore, we can say that you feel very comfortable when things stay the way they are. Changes do not challenge you, you experience them as inconvenient. This means you find it hard to adjust. People may see you as conservative. You are a person with a certain amount of originality or creativity. You are generally able to think along with others and help find solutions to practical problems. Lastly, it transpires that you are a dependent person. You like to have clarity about what people expect from you. You do not want to have to think about strategy all the time. This might make you less independent and is why you show less initiative.

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, you tend to focus on the full picture. You are less interested in details or in work that requires accuracy, as this makes you susceptible to making 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 are not sensitive to authority. You initially adopt a critical approach towards people in charge. You are not inclined to adjust to the will of the group; you do things your own way. And finally, we can conclude that you make decisions quite swiftly. You will reflect before making a decision, but once you have made up your mind, you act swiftly. You take the occasional risk. You are spontaneous and sometimes a bit impulsive.

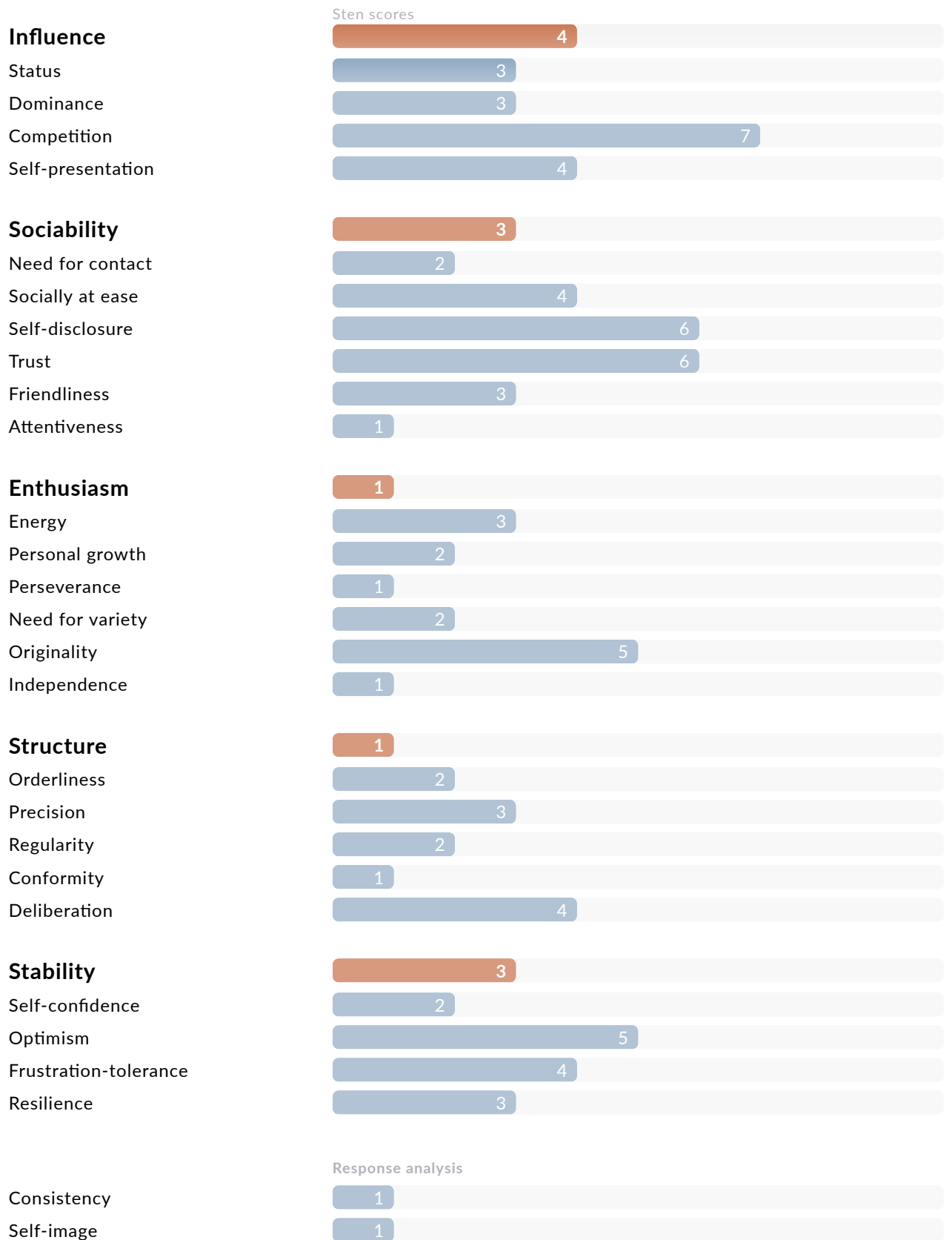


Stability

Your answers show that you are very self-critical. You feel that your own qualities and abilities are limited and you find it hard to be confident about your own decisions. We may also conclude that your view of the future is generally realistic. You usually assume that people mean you well. You do not easily feel that others treat you unfairly. You like things to move quickly and smoothly and you are rather critical and impatient of others. The mistakes others make may annoy you at times and you may lose your patience when things go wrong. You take criticism personally and may be put off balance by it. You may also react emotionally to setbacks. This may unbalance you at times. You will recover after a while, but it may take some effort.



Graphical representation of your results





Competence indicator

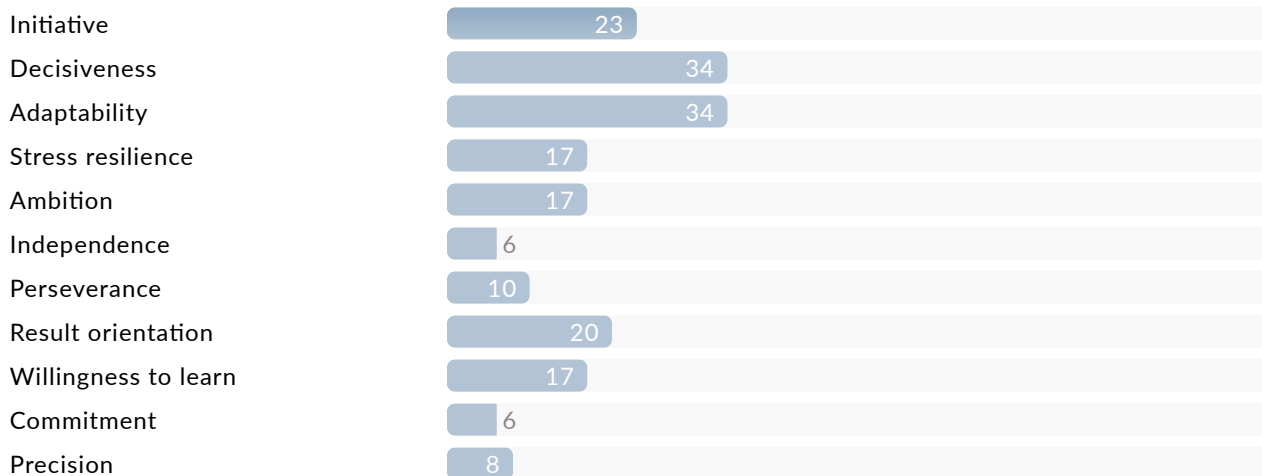
Competences are interpreted as: 'the ability a person has to exhibit effective behaviour in a certain task situation'. Based on your personality profile, we suggest to what extent you are likely to develop certain competences. Since the development of competences also depends on your experience and knowledge, 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

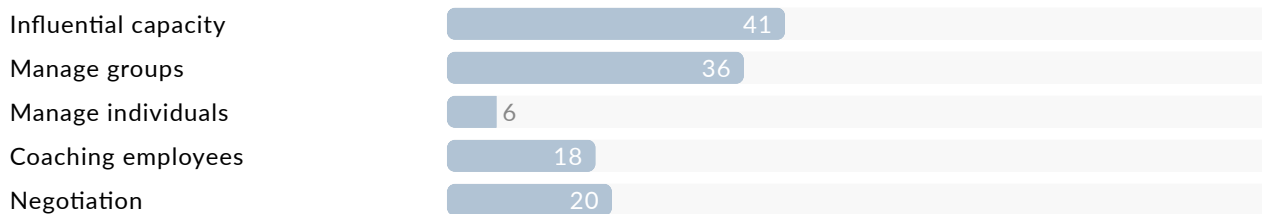
Personal tendencies



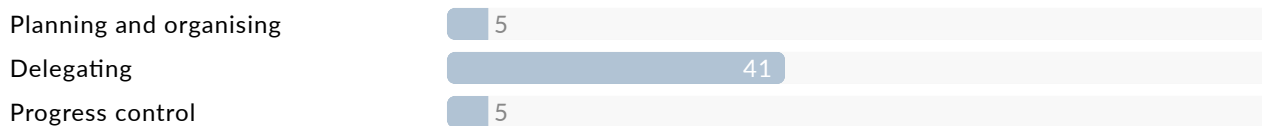
Organisational tendencies



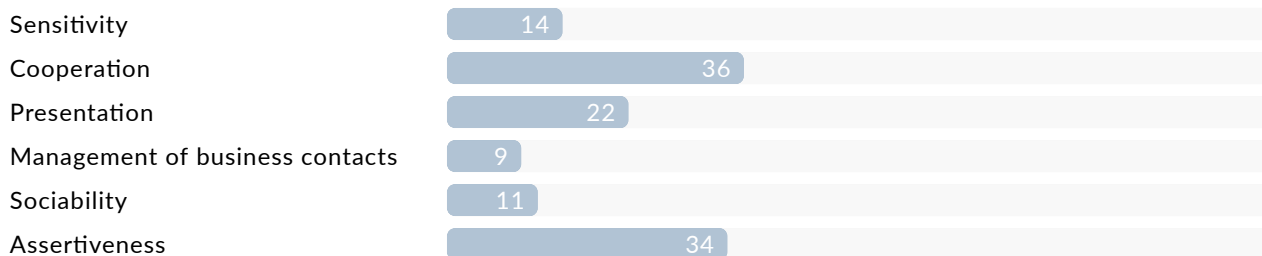
Ability to influence



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.



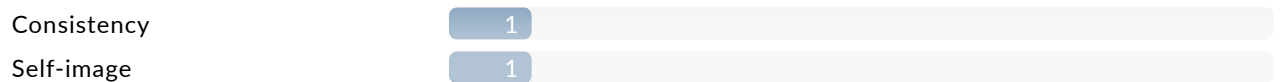
Response analysis

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

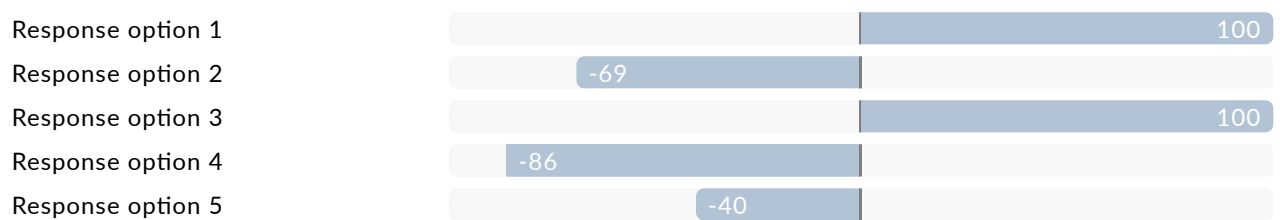
Self-image shows the extent to which your self-image is critical or positive. High scores indicate that you have a positive self-image. Possible pitfalls are that you are insufficiently self-critical and overestimate yourself. Low self-image scores imply that you are very self-critical. Possible pitfalls are that you are overly self-critical or too much of a perfectionist. It is not possible to deduce from this questionnaire whether your self-image corresponds to reality.

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 5) 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.



Response tendency





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