

WORKPLACE PRODUCTIVITY PROFILE (WPP)

The WPP is a personality test that is used to predict whether an applicant will be a conscientious, productive, and reliable employee. It measures four traits: Conscientiousness, Perseverance, Integrity/Honesty, and Attitudes towards Theft and Fraud. The first two traits (Conscientiousness and Perseverance) relate to a person's likely work habits. The latter two (Honesty and Attitudes towards Theft) relate to a person's integrity and perceived risk of engaging in counterproductive work behaviors such as theft.

CANDIDATE INFORMATION

Name: **Josh Sample**

Position: Field Service Engineer

Test Date: Jan 19, 2013

Test Event ID: CRI-2172-TSQT

RESULTS SUMMARY

OVERALL RATING

Medium

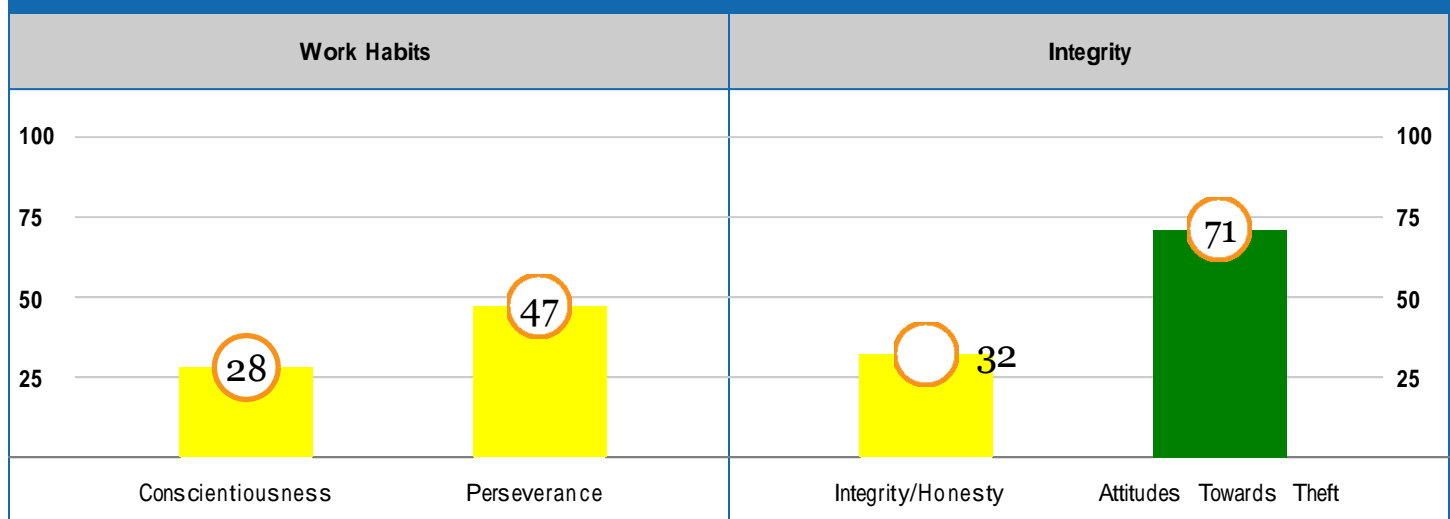
RESULTS EXPLANATION

Applicants who receive Medium Ratings will generally be dependable employees. Josh's strengths include high scores in Attitudes Towards Theft, suggesting he/she is likely to be trustworthy. See the body of this report for more details.

Validity and Response Style

The WPP contains an internal validity scale known as the Self-Enhancing Scale which is designed to detect and, where applicable, correct for instances in which individuals exhibit tendencies to "fake" the test, or present themselves in a overly positive light. Josh's score of 46th percentile on the Self-Enhancing scale means that Josh showed no tendency to self-enhance, and was generally forthright and candid in his/her style of self-presentation. Because Josh exhibited no tendency to self-enhance, his/her scores have not been adjusted.

RESULTS DETAILS



SCORE EXPLANATION

<p>CONSCIENTIOUSNESS</p> <p>28th percentile</p>	<p>This scale is an indicator of a person's tendencies with respect to being deliberate, self-disciplined, organized and dependable. High scorers tend to be reliable, hard-working, and goal-oriented. They also are likely to be organized and to be rule-followers. Low scorers tend to be less cautious, and are often described by others as laid back, fun-loving and colorful: in a work environment, however, they may be less goal-oriented, and can be impulsive and not inclined to plan things in advance. Josh's score of 28th percentile is in the middle range for Conscientiousness.</p>
<p>PERSEVERANCE</p> <p>47th percentile</p>	<p>This scale measures a person's tendencies with respect to being diligent, having consistent interests, and persevering in the face of adversity. High scorers tend to be diligent, hard working and goal-oriented, and not easily discouraged; they also maintain consistent interests and focus on long-term goals. Low scorers tend to change interests frequently, and may be more inclined to change courses rather than press on when faced with setbacks or adversity. Josh's score of 47th percentile is in the middle range for Perseverance.</p>
<p>HONESTY/INTEGRITY</p> <p>32nd percentile</p>	<p>This scale measures a person's beliefs in the importance of adhering to rules and laws, and with respect to the value of honesty. High scorers favor the consistent application of laws and moral rules, and tend to place a high value on honesty and integrity in their dealings with others. They also tend to be respectful of authority. Lower scores tend to endorse more flexible attitudes to rules, often allowing for exceptions. They also tend to be distrustful of others. Josh's score of 32nd percentile is in the middle range for Integrity/Honesty.</p>
<p>ATTITUDES TOWARDS THEFT</p> <p>71st percentile</p>	<p>This scale provides an indication of a person's attitudes towards theft, fraud, and other forms of dishonest financial dealings. Individuals who score highly in this scale show little tolerance for theft or fraud. They do not see theft or fraudulent behavior as common or excusable, and they do not report any inclination of their own to carry out theft. They are deemed to be at relatively low risk of engaging in counterproductive work behaviors. Low scorers on this scale see theft and fraud as commonplace in the workplace and are less adamant in denying that they would engage in counterproductive work behaviors. Josh's score of 71st percentile is in the high range for Attitudes Towards Theft.</p>