



FREQUENTLY ASKED QUESTIONS

Workplace Personality Inventory™—II

May, 2014

QUESTIONS ON WPI-II FEATURES

In June 2013, the WPI-II was released with two norm groups, a revised Profile Report, and a new Development Report. In April 2014, five more norm groups were added. Another norm group (Principals) will be added in June 2014.

What are the most important features in the WPI-II?

Answer:

- 1) The WPI-II includes more items than the original (192 versus 167). Scale reliability has been improved and administration time has increased by only 5 minutes.
- 2) The WPI-II includes norms for seven groups:
 - Executives/Directors (2013)
 - Managers (2013)
 - Sales Representatives
 - Customer Service Representatives
 - Administrative Personnel
 - General Labor
 - Skilled Trades
 - Principals (to be added June 2014)
- 3) The Profile Report includes six domain scale scores (Six Drivers of Work Performance). The sixteen work style scales comprise the drivers of workplace success.
- 4) The Development Report provides feedback on all sixteen work style scales and the six domain scales. The report features development suggestions that are personalized for the employee based on his or her scores and provides step-by-step directions for beginning and implementing a development plan based on WPI-II results.

What process did Pearson use to create the WPI-II norms?

Answer: The normative data were collected from 2012 through 2014 via online administration. The norm groups are based on a diverse and balanced distribution of the industries and occupations in which the *Workplace Personality Inventory* has been administered. For more detailed information on each norm group, see the Norm Group Composition Tables available on the WPI-II product page of Pearson's online testing platform or go to the TalentLens.com Resources page. The file is available for viewing or printing using Adobe Acrobat.

Does the WPI-II revision affect the Occupational Solutions assessments that are partially composed of original WPI test items?

Answer: The changes described in this document do not apply to the Occupational Solutions assessments. The WPI-II revisions apply only to the WPI-II Profile and Development Reports.

Questions on WPI-II Administration

Can I transfer assessment inventory from the WPI to the WPI-II?

Answer: Some of the test sessions you have assigned to the WPI may be transferred to the WPI-II, though others cannot. Please contact Customer Support at 888.298.6227 for more information.

What happened to “Completed” WPI (original version) assessments after June 3, 2013, when the WPI-II was released?

Answer: All original *Workplace Personality Inventory* assessments are still scored with the norm groups and scoring key for that product, including the original WPI Executives/Directors and Managers norms stored as original WPI test results and the original WPI Profile Report. The reports for these assessments will always reflect the percentile based on the original WPI norm group. Original-form WPI results cannot be transferred to the WPI-II to generate the new WPI-II reports. WPI reports will remain on record at the testing website.

Can a candidate's WPI-II results be re-scored using a different norm group?

Answer: Yes, you may purchase an add-on (additional) report to re-score the assessment using a different norm group. The candidate does not have to take the assessment a second time, as long as their WPI-II session is current. However, assessment sessions older than twelve months are not recommended for this procedure, as it is best to use a current sample of the individual's traits.

Can I buy the WPI-II Development Report later using the original test results?

Answer: Yes, you may purchase the Development Report later. We do not recommend this with test results older than one year.

Questions on General Scale Interpretation

(Please read the WPI-II Technical Manual for more details.)

What do the scores for Rule Following mean?

Answer: High scorers on Rule Following tend to do things “by the book,” whereas low scorers tend to use personal discretion in applying rules. Rule Following is important for jobs where strict adherence to rules is a large component of the job. For other positions (e.g., higher-level jobs where individual judgments are typical), a high level of Rule Following is not necessarily expected. These facts were instrumental in renaming the scale to Rule Following and discarding the O*NET term, “Integrity.”

What does the Unlikely Virtues (UV) score mean, and how do I use it in the assessment process?

Answer: The Unlikely Virtues scale contains items that describe highly virtuous behaviors (e.g., never getting upset with coworkers). High scores on this scale suggest that the test taker is responding to the assessment with an overly positive self-endorsement. When an Unlikely Virtues score is excessively high (i.e., equal to or higher than the 95th percentile), interpret the work styles results with caution. If you are using results for selection processes, focus on other sources of information concerning the candidate.

How do I interpret normed scores?

Answer: The WPI-II domain and scale scores are presented on a percentile scale that ranges from 1 to 100. The percentile score indicates the amount of the trait the individual exhibits relative to the norm (or comparison) group (e.g., Managers). The percentile rank indicates the proportion of the norm group that possesses less of the specific domain or work style than the individual for whom the report was prepared. For example, if an individual's score for the Achievement domain is at the 75th percentile, it means that 75% of the norm group scored the same or lower on this domain. Any score above the 50th percentile is above average in comparison to the norm group.

Questions on Which Version to Use in Selection Practices

In a selection process, can I compare candidates whose scores are based on the norms of the original WPI to candidates whose scores are based on the corresponding norms of the WPI-II?

Answer: You should not compare candidates' scores this way. If you have administered the original WPI to a group of applicants and you plan to test additional applicants for the same position, continue using the original WPI for the entire group. The older form of the WPI will remain online through 2014 or early 2015.

How should I transition from using the original WPI norms to the WPI-II norms?

Answer: If you are already making hiring or promotion decisions using a norm group in the original WPI product, continue using the original WPI until there is an appropriate time to make the transition to the WPI-II product. An appropriate time would be after you have made a hiring decision for a specific position and will be testing a new group of applicants for another position.

What if I have already determined cut scores based on the original WPI scales?

Answer: As stated previously, you may continue to use the WPI until a more appropriate time to transition to the WPI-II. Keep in mind that you will need to collect sufficient data with the WPI-II to establish new cut scores; when using the WPI-II, you should not use cut scores from the older WPI.