

CPI

Criteria Personality Inventory

A general personality inventory based on the Big Five model of personality.

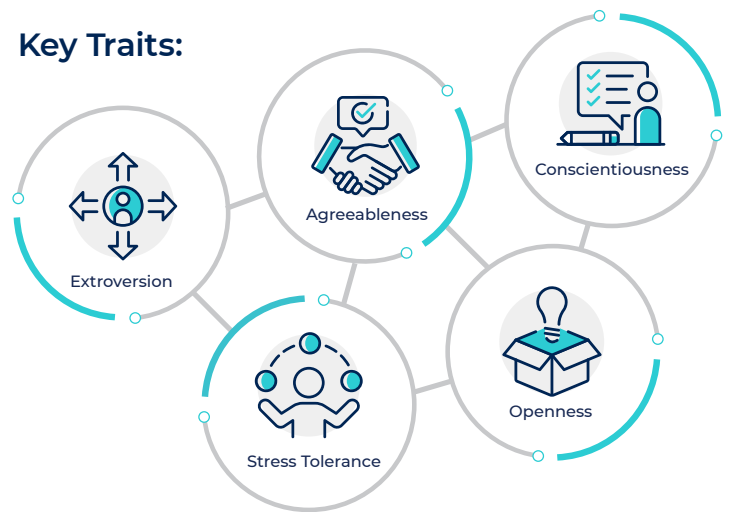
Measures:

- ✓ Agreeableness
- ✓ Conscientiousness
- ✓ Extroversion
- ✓ Openness
- ✓ Stress Tolerance

Estimated Time: 10 minutes

The Criteria Personality Inventory (CPI) is a personality inventory grounded in the theory of the most widely accepted taxonomy of personality, the “Big Five” personality traits: Agreeableness, Conscientiousness, Extroversion, Openness, and Stress Tolerance. Research has shown that three of the “Big Five” traits are most often linked to job performance: Conscientiousness, Agreeableness, and Extroversion. The Conscientiousness scale has been shown to be correlated to job performance in a wide range of jobs. Agreeableness and Extroversion have been shown to correlate with performance for jobs that require frequent interaction with people.

Key Traits:



Lisa Sample

Position: Sample Test Portfolio
 Test Date: July 8, 2020
 Test Event ID: ABC-1234-EFGH



PERSONALITY TEST

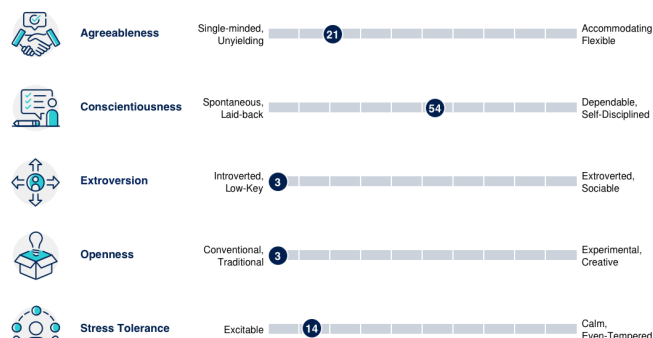
Criteria Personality Inventory

The CPI is a personality assessment based on the most widely accepted system for classifying personality; the “Big Five” personality traits. Scores for each scale are expressed as percentile rankings, and reflect how each test-taker rates for a given trait, compared to all other test-takers. As with other personality tests, there are no “high” or “low” scores on the CPI; rather, people with certain traits will tend to perform better in certain jobs.

Results Snapshot

- Skeptical and objective in evaluating others
- Responsible, diligent
- Deliberate and low-key; introverted
- Practical, down-to-earth
- Conventional, favors familiar over novel
- Self-aware, relatively excitable

Score Details



Score Report Data That Helps You Hire

Each report provides powerful information in an intuitive and easily understandable format.

What you'll find:

- 1 A snapshot of the candidate's personality traits
- 2 Percentile scores for all five traits
- 3 Full explanations of each trait score
- 4 Customized interview questions

Results are instant – view your candidates' score reports as soon as they finish the assessment.

Candidates with a good job fit are more likely to excel resulting in:

- ✓ Higher Productivity
- ✓ Lower Turnover
- ✓ Better Retention
- ✓ Reduced Hiring Costs



How Personality Tests Predict Success

Personality tests help to predict “job fit.” People who “fit” in their jobs are more at ease and therefore more likely to excel.

This results in:

- ✓ Higher productivity
- ✓ Lower turnover/better retention
- ✓ Reduced hiring costs

Scientifically Validated

The CPI has been extensively validated, demonstrating that the test is predictive of job performance for a wide variety of jobs.

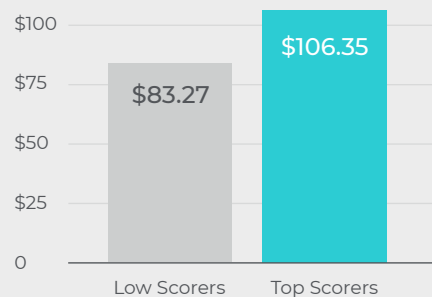
No Right or Wrong Answers

There are no correct or incorrect answers on the CPI. All of the candidate’s responses come together to create a unique personality profile for that individual. Similarly, there are no “good” or “bad” traits - some traits and profiles are simply more associated with success for particular roles.

Case Study

An apparel retailer used the CPI’s extroversion scale to improve sales per hour.

Average Hourly Sales Rate



Those who scored high on the extroversion scale earned 28% more per hour than those who received low scores.