# Criteria

# EPP

## Employee Personality Profile

A general personality inventory.

**Measures:**

✓ Twelve personality traits that are predictive of a person's work style

**Estimated Time:** 10 minutes

The Employee Personality Profile (EPP) is a general personality test that provides valuable insights into how comfortable a person will feel within a particular role, otherwise known as "job fit." The test sheds light on each candidate's work behaviors and how they interact with others. The EPP can be used for any position.

## Key Traits:

| | | | |
|---|---|---|---|
| Achievement | Assertiveness | Competitiveness | Conscientiousness |
| Cooperativeness | Extroversion | Managerial | Motivation |
| Openness | Patience | Self-Confidence | Stress Tolerance |

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**Vince Sample**
Position: Sample Test Portfolio
Test Date: June 5, 2023
Test Event ID: ABC-D1Fg-2H3I-jklmN | Test Ver: 1.0

**Criteria** Score Report

**PERSONALITY TEST**
Employee Personality Profile

The EPP is a personality assessment that measures twelve traits. Scores for each trait are expressed as a percentile ranking, which reflects how a person scored on that trait relative to other test-takers. There are no "high" or "low" scores on the EPP; rather, people with certain traits tend to be a better fit for certain jobs. The EPP contains a series of job families that assess how good a fit a person's personality is for a given position.

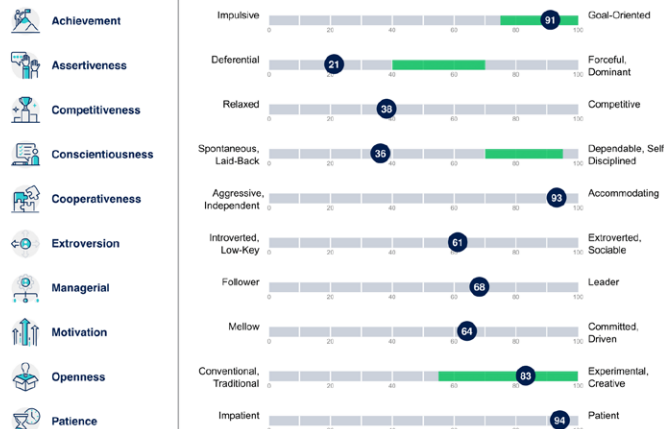**Results Summary**

**67%**
Analysis, Planning and Consulting Match

**Score Details**

| Selected Score Range | Criteria Score Range: Analysis, Planning and Consulting Match (60-100) | In Range |
|---|---|---|

| Trait | Low Anchor | Score | High Anchor |
|---|---|---|---|
| Achievement | Impulsive | 91 | Goal-Oriented |
| Assertiveness | Deferential | 21 | Forceful, Dominant |
| Competitiveness | Relaxed | 38 | Competitive |
| Conscientiousness | Spontaneous, Laid-Back | 36 | Dependable, Self-Disciplined |
| Cooperativeness | Aggressive, Independent | 93 | Accommodating |
| Extroversion | Introverted, Low-Key | 61 | Extroverted, Sociable |
| Managerial | Follower | 68 | Leader |
| Motivation | Mellow | 64 | Committed, Driven |
| Openness | Conventional, Traditional | 83 | Experimental, Creative |
| Patience | Impatient | 94 | Patient |

## Score Report Data That Helps You Hire

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

What you'll find:

1. Percentile scores for all twelve traits

2. A percentage of how well a candidate matches a job family

3. Full explanations of each trait score

4. Detailed descriptions of job family matches

5. 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 EPP has been extensively validated, demonstrating that the test is highly predictive of job performance for a wide variety of jobs. The test has been validated for both construct validity and predictive validity. EPP results have also been shown to be statistically reliable, meaning that the test measures traits that are generally stable across an individual's life.

## No Right or Wrong Answers

There are no correct or incorrect answers on the EPP. 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

A national chain of tutoring centers used the EPP to predict the job performance of its branch managers. They found that managers who met their EPP match threshold were 30% more productive than those who did not.

**Hiring Success Rate**

| | Fail | Pass |
|---|---|---|
| Value | 63% | 98% |