

Vince Sample

Position: Sample Test Portfolio

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RISK TEST

Workplace Productivity Profile

The WPP is a risk assessment that is used to predict whether an applicant will be a conscientious, productive, and reliable employee. It measures traits relating to work habits, integrity, and perceived risk of engaging in counterproductive work behaviors such as theft.

Results Summary

Medium

Overall Rating

Results Details

Applicants who receive Medium Ratings will generally be dependable employees. Vince's strengths include high scores in Conscientiousness and Integrity/Honesty, suggesting he/she is likely to be productive and principled. See the body of this report for more details.

Score Details



Work Habits



Integrity



Validity & 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.

Self-Enhancing Score (ENH)

90

Vince's score of 90th percentile on the Self-Enhancing Scale means that Vince exhibited a style of self-presentation that was more positive than that of most others. Accordingly, Vince's scores have been adjusted modestly downward in areas in which the tendency to self-enhance was evident.

Score Explanation

Conscientiousness Percentile

75



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. Vince's score of 75th percentile is in the high range for Conscientiousness.

Honesty/Integrity Percentile

68



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. Vince's score of 68th percentile is in the high range for Integrity/Honesty.

Perseverance Percentile

67



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. Vince's score of 67th percentile is in the high range for Perseverance.

Attitude Towards Theft Percentile

51



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. Vince's score of 51st percentile is in the high range for Attitudes Towards Theft.