

Score Report Guide

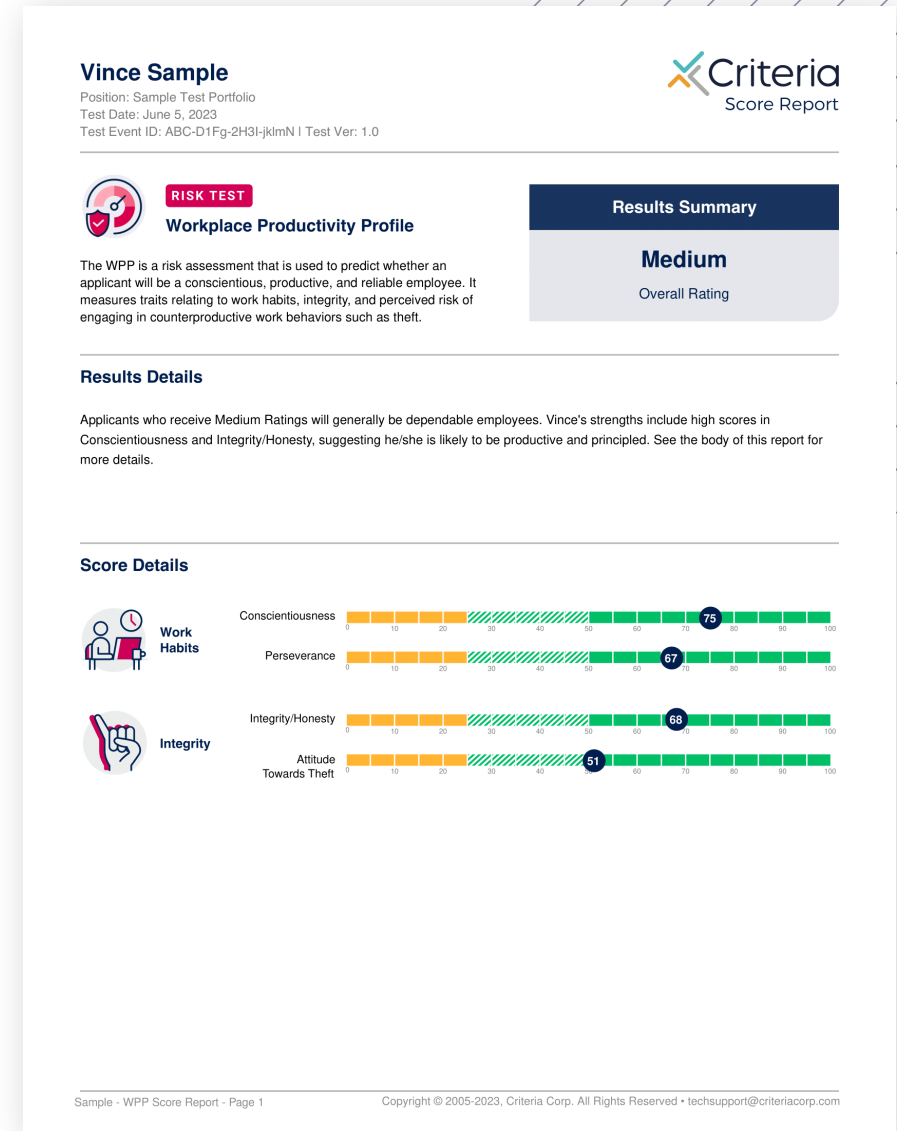


# The Workplace Productivity Profile (WPP)

At a Glance:

# The Workplace Productivity Profile (WPP)

- The **Workplace Productivity Profile (WPP)** is a behavioral risk assessment that is used to help predict whether an individual will be a productive and reliable employee.
- The test is most effective for entry-level positions where rule adherence and trustworthiness are of primary importance. These can include positions such as cashiers, retail associates, and security guards.
  - The test focuses on 4 traits: Conscientiousness, Perseverance, Integrity/Honesty, and Attitudes Towards Theft.
  - The **WPP** contains 50 items. The test is untimed but typically takes candidates about 7 minutes to complete.



# Candidate Information and Results Summary

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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



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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

2

1. The top of the first page of every **WPP** score report displays the candidate's information, including the candidate's name, position applied for, the date the candidate took the assessment, and the Test Event ID.
2. In the Results Summary, the **WPP** provides each candidate with an overall rating of **High**, **Medium**, or **Low** as a predictor of how productive and reliable the employee will be.
3. The Test Event ID is given to candidates at the beginning of their assessment and is used if they encounter any issues during the test. They simply return to [www.oda1.com](http://www.oda1.com), enter their Event ID, and then they can continue their assessment from where they left off.

# Results Details

1. The Results Details box on the first page of the **WPP** explains what the applicant's result of **Low**, **Medium**, or **High** means for his or her work performance.
2. This assessment also contains a validity scale known as the Self-Enhancing Scale. This detects candidates who tend to exaggerate "positive" qualities and deemphasize "negative" qualities. Based on the extent of self-enhancement, adjustments may be made to the scores to more accurately reflect how they are likely to interact with customers or coworkers.

In this example, the candidate showed a tendency to self-enhance, and therefore the scores were slightly adjusted.

1

## 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.

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## Validity & Response Style

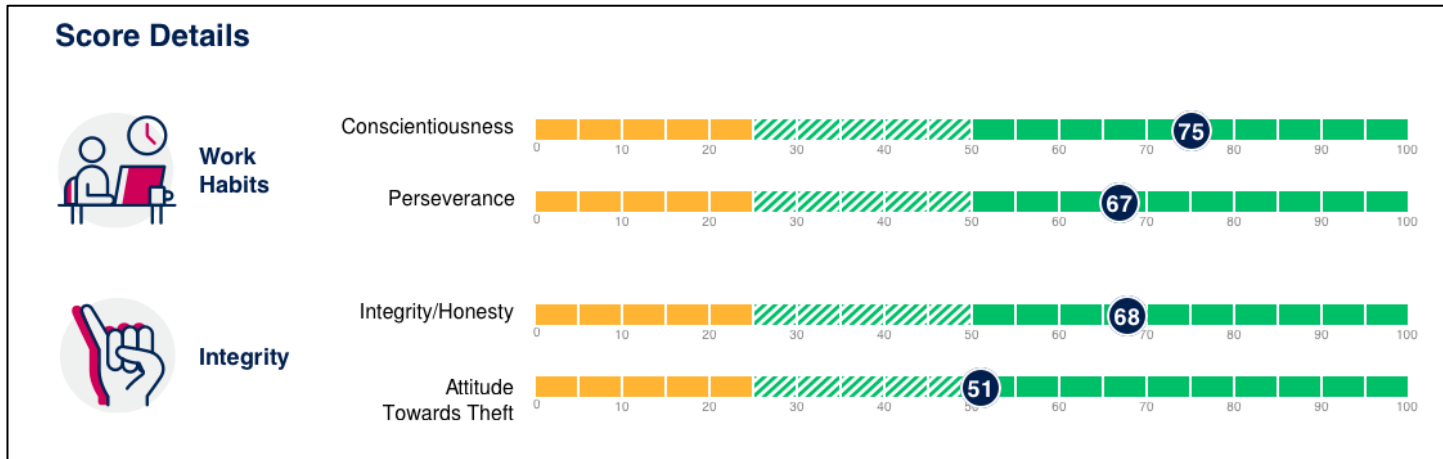
The WPP contains an internal validity scale known as the Self-Enhancing Scale which is designed to detect and, where applicable, correct for instances in which individuals exhibit tendencies to "fake" the test, or present themselves in a overly positive light.

Self-Enhancing Score (ENH)

90

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

# Score Percentiles



- In the graphs on the first page, the applicant is assigned a percentile ranking for each of the four traits.
- The four traits are divided into two categories relating to Work Habits and Integrity.
- Conscientiousness and Perseverance are two traits that are predictive of an employee's work style or ability to be hard-working and goal-oriented.
- Integrity/Honesty and Attitudes Towards Theft are two traits that are predictive of general trustworthiness and the ability to follow rules.



# Score Explanations

The second pages features detailed explanations of the candidate's percentile rankings for each trait and what that percentile ranking indicates about his or her potential work performance.

For example, this candidate scored in the 75<sup>th</sup> percentile for Conscientiousness. Conscientiousness is a trait related to an individual's tendencies with respect to being deliberate, self-disciplined, organized, and dependable. A high score in this category means the candidate is more likely to be hard working and goal oriented. A lower score may mean that a candidate is less cautious or impulsive.

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

Attitude Towards Theft Percentile **51**

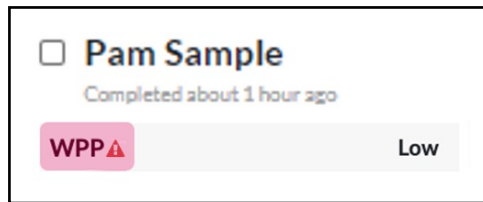


This scale provides an indication of a person's attitudes towards theft, fraud, and other forms of dishonest financial dealings. Individuals who score highly in this scale show little tolerance for theft or fraud. They do not see theft or fraudulent behavior as common or excusable, and they do not report 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. Lisa's score of 51st percentile is in the high range for Attitudes Towards Theft.

# How to Identify an Invalid Result

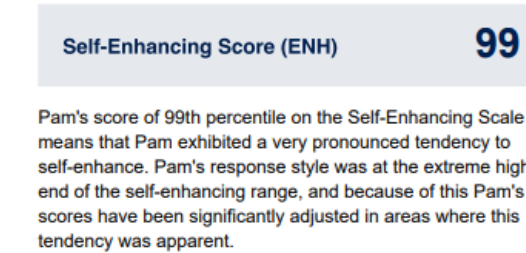
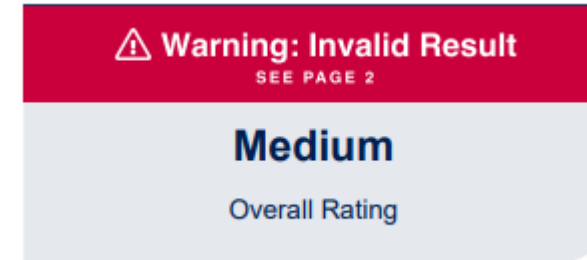
When viewing tests within the platform, in the Results section of your account, you will be able to see if the test results have been flagged as invalid by our validity check system – the test will appear with a red triangle symbol to signify an invalid responding style.

In the platform:

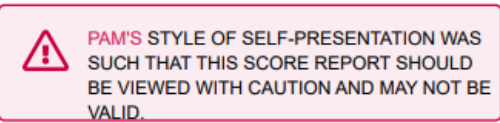


When viewing tests within the platform, in the Results section of your account, you will be able to see if the test results have been flagged as invalid by our validity check system – the test will appear with red error symbol to signify an invalid responding style.

In the PDF:



← Invalid results will be flagged in the **Results Summary** and in the **Validity and Response Style** box, warning you to view the results with caution.



# For Further Information

If you have any questions or would like more detailed information regarding a particular score report, please contact your Customer Success Manager. Their contact information is available in the lower left corner of your account in Criteria's platform, but you can also reach out to the general support line at (877) 909-8378, or [support@criteriacorp.com](mailto:support@criteriacorp.com).

