



EMPLOYEE PERSONALITY PROFILE

A general personality inventory.

Measures:

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

🕒 Estimated Time: 15 minutes

KEY TRAITS



ACHIEVEMENT



ASSERTIVENESS



COMPETITIVENESS



CONSCIENTIOUSNESS



COOPERATIVENESS



EXTROVERSION



MANAGERIAL



MOTIVATION



OPENNESS



PATIENCE



SELF-CONFIDENCE



STRESS TOLERANCE

Lisa Sample

Position: Operations Manager
Test Date: Jan 19, 2016
Test Event ID: CRI-3666-UXHY



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-specific benchmarks that assess how good a fit a person's personality is for a given position.

Results Summary

89%

MANAGER MATCH

Score Details



ACHIEVEMENT



ASSERTIVENESS



COMPETITIVENESS



CONSCIENTIOUSNESS



COOPERATIVENESS



EXTROVERSION



MANAGERIAL



MOTIVATION



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 position
- 3 Full explanations of each trait score
- 4 Detailed descriptions of position benchmarks
- 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

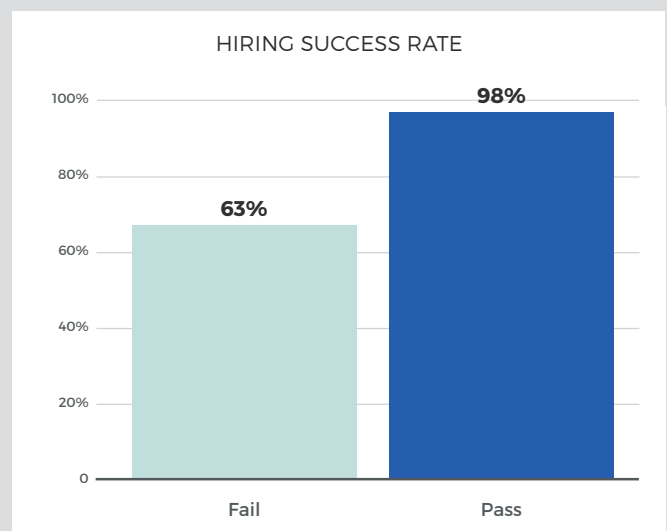
The EPP has been extensively validated, demonstrating that the test is highly predictive of job performance for a wide variety of jobs. The test has been validated for both construct validity and predictive validity. EPP results have also been shown to be statistically reliable, meaning that the test 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.



The managers’ scores on the EPP were highly correlated with their performance ratings.