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.

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.
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.