The Workplace Productivity Profile (WPP) is a personality assessment that is used to help predict whether an individual will be a conscientious, productive, and reliable employee. It is used primarily for entry-level positions where rule-adherence and trustworthiness are of primary importance.

Key Traits

- Conscientiousness
- Productivity
- Reliability
- Rule-adherence

Estimated Time: 7 minutes

Score Report Data That Helps You Hire

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

What you'll find:

1. An overall integrity rating: either High, Medium, or Low
2. Percentile scores for the four trait scales
3. Full explanations of each trait score

Results are instant – view your candidates’ score reports as soon as they finish the assessment.
How Personality Tests Predict Success

People who “fit” in their jobs are more at ease and therefore more likely to excel. Job fit also makes it more likely that an employee will stay long-term in the role, increasing retention and reducing hiring costs across the entire organization. This translates into employees who are hardworking, reliable and able to follow the rules and procedures set by your organization.

Scientifically Validated

The WPP has been extensively validated, demonstrating that the test is predictive of job performance for a wide variety of positions.

No Right or Wrong Answers

There are no correct or incorrect answers on the WPP. 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.

Candidates with a good job fit are more likely to excel, resulting in:

- Higher Productivity
- Lower Turnover
- Better Retention
- Reduced Hiring Costs

Case Study

A retailer used the WPP to reduce several counterproductive work behaviors, including absenteeism, tardiness, theft, and time-wasting.

Employees who scored Medium or High on the WPP were much more likely to receive a higher performance ranking in discipline from their managers.