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.
**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 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.

**CASE STUDY**

A retailer used the WPP to reduce several counter-productive 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.