

Report Work-related Personality Inventory Adaptive (WPIA)

Name	John Example
Consultant	Example Advisor
Start test	22-07-2021 13:17
End test	22-07-2021 13:25
Duration	9 minutes



Test-Toolkit
by ixly



Introduction

Before reading your results

This report is a tool for gaining self-insight. We therefore cannot accept responsibility for the accuracy of the descriptions and conclusions. Your own and your adviser's critical attitude remain vital in this process. Psychological evaluation reports remain valid for up to two years and should be destroyed after that period. Your adviser should request your permission before discussing this report and its conclusions with others.

Structure

This automated report describes your personality traits. These are determined based on the answers you have provided in the questionnaire. Your answers were compared to answers given by a large group of peers. First we give a description of your personal style with regard to Influence. This includes traits relevant to your need to accomplish things. It also concerns the extent to which you influence your surroundings and the extent to which you have an independent attitude. Under the heading Sociability you will find a list of statements regarding your personality traits which influence the contact you have with others. The personality traits listed under Enthusiasm refer to the extent to which you feel involved with your work and the people around you. The way in which you do your job and your corresponding personal style are elaborated on under the heading Structure. This relates to the level of structure, predictability and complexity of the working environment which suits your personality. Finally we focus on your Stability. This includes personality traits such as self-confidence, resilience and your overall personal well-being.

Disclaimer and copyright

In accordance with NIP guidelines, this report is valid for a maximum of two years as people may change over a period of time.

This automatically generated report describes an individual's personality traits as derived from the answers to the questionnaires. The answers are compared to those given by a large group of other people. The subjective nature of assessments based on questionnaires should be taken into account when interpreting the results. The test supplier can therefore not accept responsibility for the accuracy of the results and descriptions.

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Description of personality traits

Influence

This personality questionnaire shows that you are someone who attributes value to your job's social status. Having a successful career is important to you and you enjoy the standing it provides, without being willing to sacrifice everything for it. The test furthermore shows that you enjoy playing a decisive role in a group. You often take the lead and you possess powers of persuasion. You are therefore able to make decisions for the group. In doing so you may be dominant. The test also shows is that you are competitive. You are inclined to compare yourself to others. You feel a certain satisfaction when you achieve better results than others, but you will not sacrifice everything to succeed. And finally, we can say that you like being in the limelight. Your presence can be very prominent and obvious. You are a natural in giving presentations and leading a meeting. Others may feel that you are not modest enough.

Sociability

You generally enjoy being around other people. You feel a regular need for social contact. You therefore actively seek out other people and make new contacts. Once the ice has broken, you feel comfortable around other people. You usually have little trouble talking to strangers. New social situations may cause you some stress, but you do not shy away from them. The questionnaire shows that you are an open person. You openly discuss your feelings and experiences and have no trouble showing your vulnerabilities. Other people see you as unreserved. In terms of the trust you feel towards others, we may conclude you are somewhat sceptical. You do not automatically assume that people's intentions are good but you are willing to give them the benefit of the doubt. You will only trust people fully once they have really proven to be worthy of it. In terms of friendliness, the test shows that, compared to others, you are usually seen as positive and cheerful. You come across as friendly. This makes you accessible without making you overly cheerful or spontaneous. And finally, we can establish that you are somewhat attentive. You are willing to offer help when necessary but generally believe in the power of self-help. You are not always able to empathise with the feelings of others.

Enthusiasm

Compared to others, you score average in terms of energy at work. You do your work at a reasonable pace but you also like to take it a little slower at times. You take on extra work when you need to. The test furthermore shows that you have a normal level of personal ambition. You would like to develop yourself further and become better at your job. You would like to improve your qualities and learn new things without asking too much of yourself. In addition, your level of perseverance can be described as average. People can usually count on you and you are able to go the extra mile when needed. But when things go against you or you feel it is not really necessary, you may occasionally miss appointments and deadlines. Furthermore, we can say that you are able to adjust to new circumstances. You do not mind doing new things. You accept that situations sometimes turn out differently than expected. At the same time you are able to accept things that do not change. You are a person with a certain amount of originality or creativity. You are generally able to think along with others and help find solutions to practical problems. Lastly, it transpires that you are averagely independent. You are happy to consult with others about how you do your job. This means that you are able to work independently, although you like to know what is expected of you.

Structure

The first thing to stand out is that you are orderly and structured. You apply structure to your work; it is something you spend time on. You are inclined to tidy your things. Your work is accessible to others. In terms of accuracy, we can say you are quite meticulous. You have reasonable eye for detail which makes you less inclined to make careless mistakes. The questionnaire also shows you enjoy order and stability. You find having rules, procedures and a fixed range of duties pleasant. You do not feel the need for much variety. Furthermore, you are sensitive to and have respect for authority. You are inclined to adjust to the group and to accept orders from people in charge. And finally, we can conclude you think things through quite carefully before making a decision. You will think before you act although you can also be spontaneous. You are able to make difficult decisions.

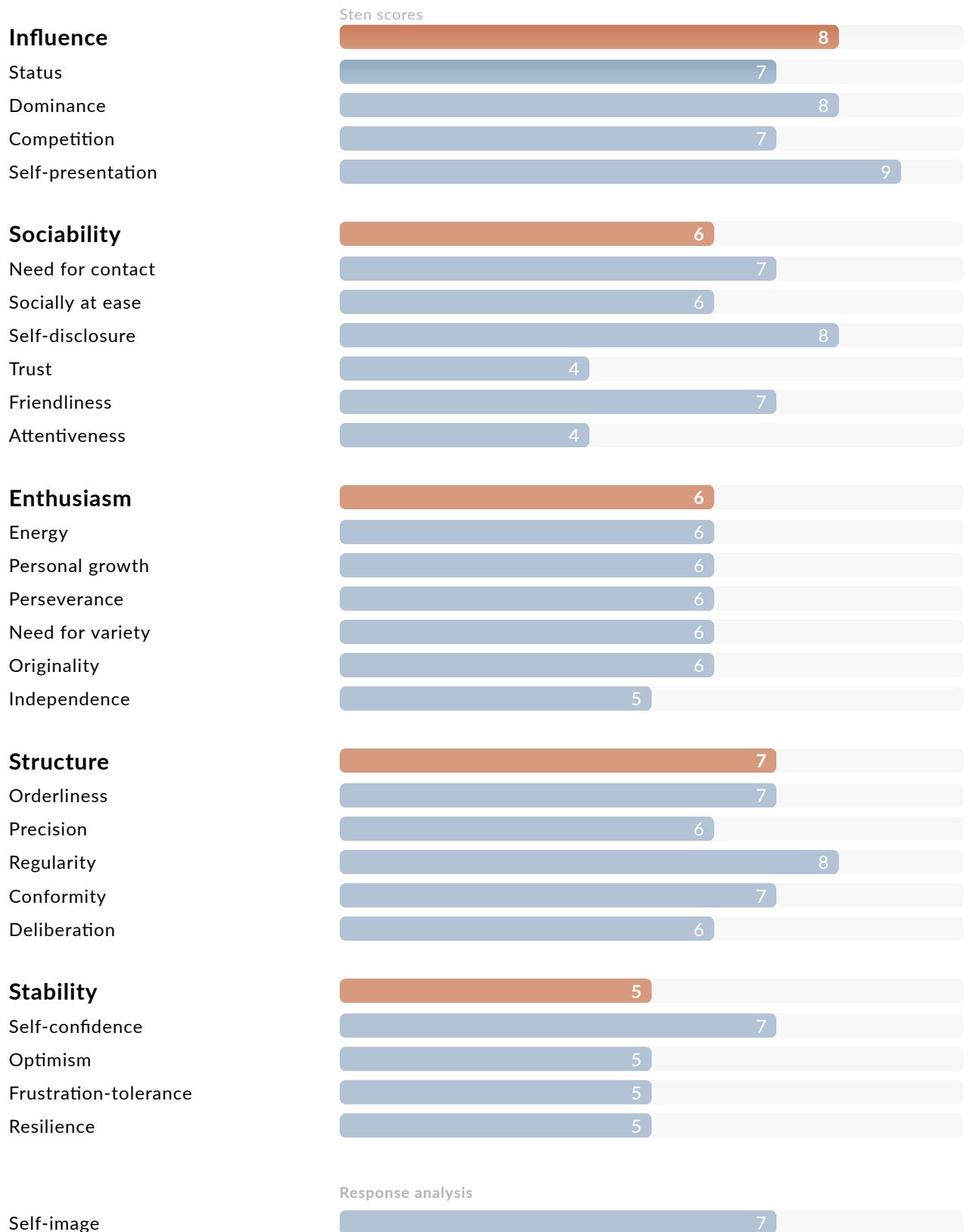


Stability

Your answers show that you have self-confidence. You are happy with yourself and you appreciate your own qualities and skills. You feel that you also have less positive characteristics, but you do not dwell on them. We may also conclude that your view of the future is generally realistic. You usually assume that people mean you well. You do not easily feel that others treat you unfairly. You are not generally easily annoyed by other people's behaviour or mistakes. You are fairly patient, although not endlessly. When things go wrong you may worry but you are not easily shaken. In terms of your resilience, we conclude that you may be quite deeply affected by personal setbacks and criticism. You generally find your footing fairly quickly after a negative experience.



Graphical representation of your results





Competence indicator

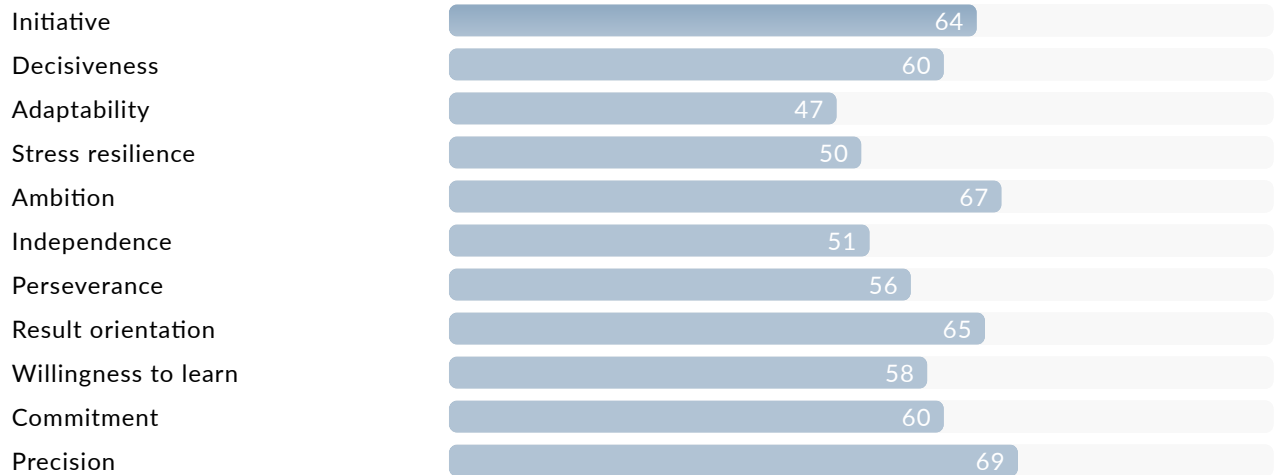
Competences are interpreted as: 'the ability a person has to exhibit effective behaviour in a certain task situation'. Based on your personality profile, we suggest to what extent you are likely to develop certain competences. Since the development of competences also depends on your experience and knowledge, it is impossible to indicate whether you have actually developed a certain competence and if so, to what level. Each competence is dependent on multiple personality traits. Based on your personality profile, a picture emerges about the extent to which you may develop 29 competences. Competences which are highly dependent on intellectual capacities are not included. Nor is a personality profile a sufficient basis on which to accurately determine the ability to develop competences that rely on communication skills. Therefore these have not been included in the Competence Indicator.



Graphical representation of competences

Percentages

Personal tendencies



Organisational tendencies



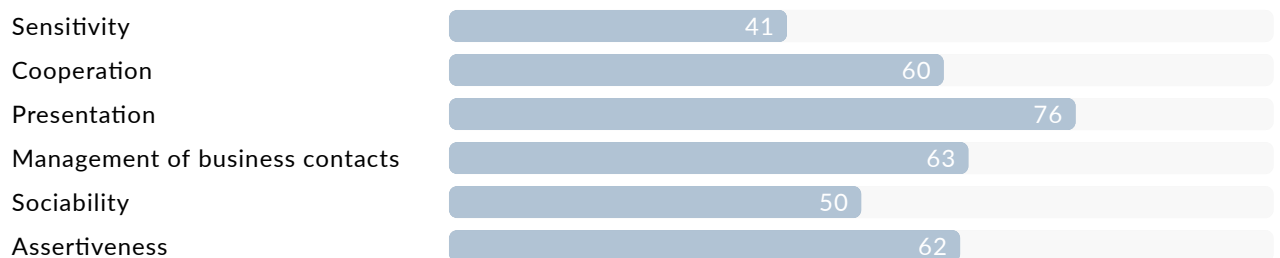
Ability to influence



Organisational capacity



Relational ability





Definition of personality traits

Influence

The extent to which the environment determines his or her actions and how independently he or she acts.

- Status** Wanting to achieve the best possible. Wanting to get higher up.
- Dominance** Taking the lead. Playing a decisive role in the collaboration.
- Competition** Wanting to be better than others.
- Self-presentation** Like being the centre of attention.

Sociability

Characteristics that determine personal contact with others.

- Need for contact** Being in need of company.
- Socially at ease** Feeling relaxed in contact with others.
- Self-disclosure** Wanting to share one's own feelings with others.
- Trust** Believing in the good intentions of others.
- Friendliness** Being nice, happy and cheerful towards others.
- Attentiveness** Feeling involved with others. Wanting to help others.

Enthusiasm

A person's motivations in their work.

- Energy** Having the energy to do a lot.
- Personal growth** Driven to make full use of his or her own qualities.
- Perseverance** Showing commitment. Taking tasks and agreements seriously and sticking to them.
- Need for variety** Enjoying change and gaining new experiences.
- Originality** Coming up with new solutions. Being creative.
- Independence** Wanting to do business in own way.



Structure

The extent to which someone behaves in a goal-oriented way and organises him or herself.

Orderliness Applying structure.

Precision Working with care, with an eye for detail.

Regularity Needing order and rules.

Conformity Being able to adapt to the applicable standards and values. Respecting authority.

Deliberation Thinking carefully before taking action.

Stability

The degree to which someone is emotionally stable. Self-confidence, resilience. Feeling good in general.

Self-confidence Being self-confident.

Optimism Having a positive outlook on life.

Frustration-tolerance Being tolerant towards others.

Resilience Having adequate ability to deal with criticism and setbacks.



Competence definitions

Personal tendencies

- Initiative** Is able to take initiative, able to take efficient action on own accord.
- Decisiveness** Is able to make quick and effective decisions.
- Flexibility** Is able to act purposefully and effectively under different and changing circumstances by changing behavioural style.
- Stress resilience** Is able to function effectively in stressful situations.
- Ambition** Is ambitious, wants to achieve more than others.
- Independence** Is able to work independently, set own goals and give them shape and substance.
- Perseverance** Is focused, even when faced with setbacks, on finishing what has been started.
- Result orientation** Is driven to reach concrete goals and results.
- Willingness to learn** Is willing to develop and expand knowledge and skills through learning.
- Commitment** Is able and willing to put in great effort over a longer period of time.
- Precision** Is able to work precisely and has an eye for detail and context.

Organisational focus

- Organisational sensitivity** Is able to recognise the influence and consequences of own decisions or activities on other parts of the organisation.
- Service orientation** Is able to empathise with and react to clients' needs.
- Quality orientation** Is focused on delivering high quality and on perfection.
- Entrepreneurship** Is focused on gaining advantage by spotting and using business opportunities and taking calculated risks.

Influential capacity

- Persuasiveness** Is able to persuade others to share point of view, proposal or idea.
- Directing groups** Is able to provide leadership to a group.
- Directing individuals** Is able to give direction to an individual.
- Coaching employees** In managerial role is able to stimulate employees and guide them in their development.
- Negotiating** Is able to sound out mutual interests and positions and use them to come to an agreement that is acceptable to all parties.

Organisational capacity

- Planning and Organising** Is able to plan and organise activities and duties.
- Delegating** Is able to effectively delegate duties to others.



Progress control Is able to follow up on undertaken tasks, to check on their progress.

Relational capacity

Sensitivity Is able to read other people's signals and adequately respond to them.

Cooperation Is able to achieve joint goals by working constructively with others.

Presentation Makes a strong and professional impression on others.

**Maintenance of
business contacts** Is able to constructively form and maintain relationships.

Sociability Is at ease and enjoys being in groups.

Assertiveness Is able to stand up for own opinions, even when under pressure from others.



Self-image

Self-image shows the extent to which your self-image is critical or positive. High scores indicate that you have a positive self-image. Possible pitfalls are that you are insufficiently self-critical and overestimate yourself. Low self-image scores imply that you are very self-critical. Possible pitfalls are that you are overly self-critical or too much of a perfectionist. It is not possible to deduce from this questionnaire whether your self-image corresponds to reality.

Self-image





Interpretation of the scores

This report contains a number of figures which we would like to explain. The graphic representation of the personality traits is shown in sten scores.

Sten scores have the following meanings:

Sten	Meaning
1	Far below average
2	Well below average
3	Below average
4	Just below average
5	Average
6	Average
7	Just above average
8	Above average
9	Well above average
10	Far above average