

WORKPLACE PERSONALITY INVENTORY–II: PRINCIPAL NORM GROUP RESEARCH BRIEF

DECEMBER 2016

ABOUT THE ASSESSMENT

The Workplace Personality Inventory–II is a flexible assessment that measures 16 work styles directly tied to the Department of Labor’s O*Net database of key traits for a wide range of jobs. In addition to the original sixteen Work Style scales, the Workplace Personality Inventory–II describes pertinent job-related traits as summarized in six Domain scales. Included is a fake-resistant "Unlikely Virtues" scale designed to identify individuals who provide overly favorable responses to questions.

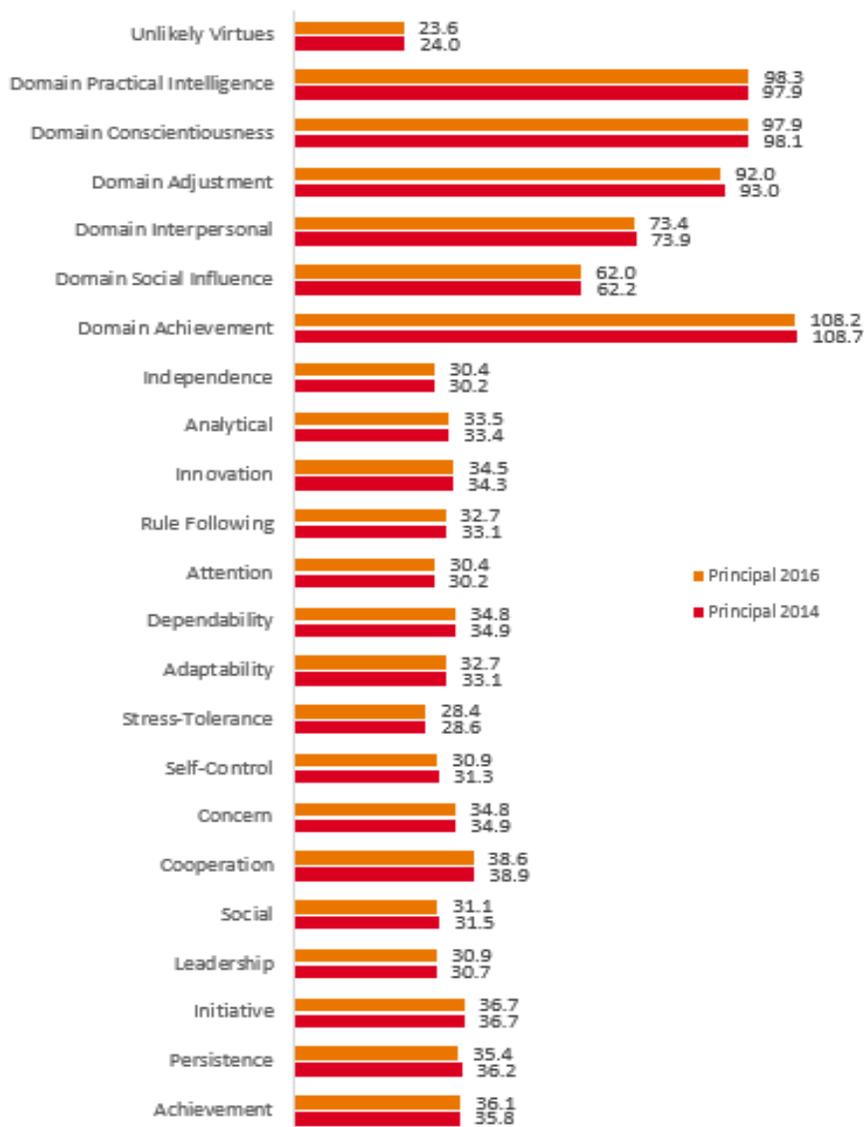
- Administration time: 35 minutes untimed
- Report options: profile or development report
- Assessment purpose: selection or development
- Assessment delivery: online
- Item format: Likert style

About the Principal (2016) Norm Update

The Workplace Personality Inventory–II was renormed to support data quality and to adhere the Standards for Educational and Psychological Testing. Two years of data were used to form the Principal (2016) norm group. The standardization group was identified by the norm group that was pre-selected by the test administrator and the job title indicated by the test taker. Pearson norm standards specify that no more than 30% of cases in a norm group should come from a single organization, thus a random sample of candidates from the largest client were included in the final sample. The norms composition table includes additional demographics of the norm groups.

Comparing the 2014 and 2016 Principal Norm Groups

The size of the standardization group for 2016 was larger, however no significant differences in work style scale or domain scores were detected.



TALENT LENS

by Pearson

First glance: Talent Lens by Pearson is exploring new branding options in 2017. Impacted documents include product support materials such as technical manuals and user's guides, candidate reports, and marketing collateral.

Contact Us

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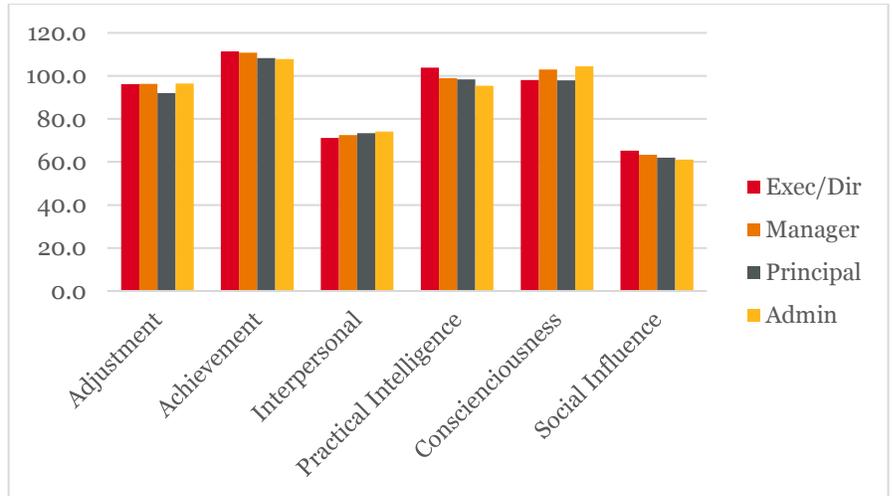
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Thirteen different clients in education or staffing used the principal norm group since 2014.

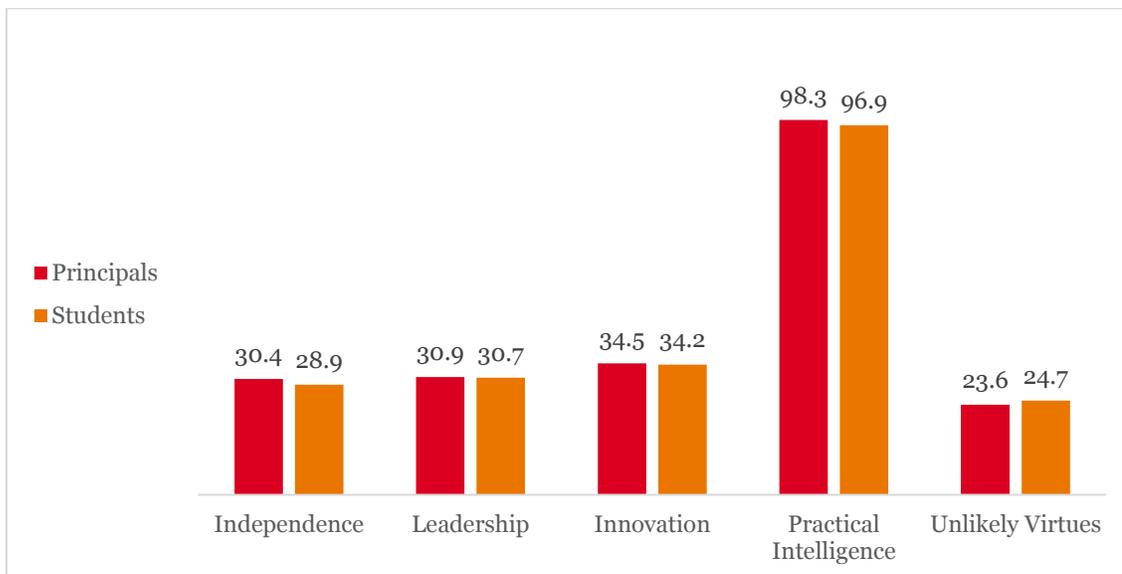
Contrasting the 2016 Norm Groups

Performance criteria were also assessed during the re-norming process where distributions were evaluated to ensure that the norms match theoretical performance expectations (e.g., mean scores should be higher for Executives than Managers). A simplified visualization of the Principal (2016) norm group contrasted against Executives & Directors, Managers, and Administrative Personnel is shown for the six Workplace Personality Inventory-II domains.



Benchmarking student work style profiles with current principal profiles

A recent research study leveraged Pearson expertise in the education and workforce sectors by evaluating the match between students with principal career aspirations and current principals from the norm group. The benchmarking study highlighted areas where students should continue to develop their skills to meet the job demands of principals. Students showed a higher likelihood of “faking good” as detected by the unlikely virtue scale; results also indicate independence, leadership, innovation, and practical intelligence are key growth areas for students pursuing a career as a principal.



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