Industry leaders agree that a pharmacy student’s education goes well beyond general academic ability and scientific knowledge. Their inter- and intrapersonal skills are crucial to their success both in school and later in the workplace while interacting with patients and other members of their team.

Pharmacy schools have identified a need to not only measure these skills, but to develop them over time while benchmarking student progress.

We have the solution

With the Workplace Personality Inventory™-II (WPI™-II) for Pharmacy Students, your program now has the ability to evaluate a students’ soft skills while providing development and benchmarking for these skills throughout their pharmaceutical education.

The WPI-II for Pharmacy Students

- Goes beyond intellectual acuity to also measure intra- and interpersonal skills
- Supports development for inter- and intrapersonal skills both in the pharmacy program and in professional practice
- Benchmarks student progress
WPI-II Domain/Work Styles and Description of Work Style Behaviors

>> Achievement Orientation

Achievement/Effort
Establishes challenging goals; maintains goals; exerts effort toward task mastery

Initiative
Takes on job responsibilities without being told to do so; volunteers for new job responsibilities; volunteers for new job challenges

Persistence
Persists in the face of obstacles on the job

>> Conscientiousness

Attention to Detail
Completes work tasks thoroughly; is careful about details

Dependability
Fulfills obligations reliably

Rule Following
Avoids unethical behavior; follows rules and regulations

>> Interpersonal Orientation

Concern for Others
Demonstrates sensitivity to the needs and feelings of others; demonstrates understanding of others/empathy

Cooperation
Is pleasant/good-natured with others on the job; encourages people to work together; helps others with tasks

>> Practical Intelligence

Analytical Thinking
Uses logic to address work-related issues; produces high quality, useful information

Independence
Relies mainly on self to get things done; develops own way of doing things

Innovation
Generates new ideas to address work issues and problems

>> Self Adjustment

Adaptability/Flexibility
Adapts to change in the workplace; deals effectively with ambiguity; demonstrates openness to considerable variety in the workplace

Self Control
Keeps emotions in check even in very difficult situations

Stress Tolerance
Accepts criticism; shows tolerance of stress caused by other people or situations

>> Social Influence

Leadership Orientation
Demonstrates a willingness to lead/take charge; demonstrates a willingness to offer opinions

Social Orientation
Shows a preference for working with others; develops personal connections with work colleagues

A Development Report provides feedback on 6 domain scales and 16 work style scales.
The report features development suggestions that are personalized for the student based on his or her scores, and provides step-by-step suggestions for implementing a development plan based on WPI–II feedback.

A Profile Report includes an assessment on 6 domain scales and 16 work style scales.
The 16 work style scales are summarized under 6 broad factors of success. A fake-resistant “Unlikely Virtues” scale is designed to identify individuals who provide overly favorable responses to questions.