Workplace Personality Inventory™–II for Pharmacy Students

Profile Report

Student Name: Jane Sample
Date of Testing: 04-10-2018
Six Drivers of Professional Performance

**Achievement:** Consistently and proactively initiates tasks and takes on responsibilities, sets ambitious goals, and strives to successfully meet or exceed those goals; persists in the face of stiff challenges or setbacks. 91

**Social Influence:** Comfortably initiates interpersonal exchanges, seeks people out, and enjoys working with others; willing to lead others and proactively offer input and advice. 38

**Interpersonal:** Presents an approachable, encouraging, and cooperative demeanor. Is sensitive to the needs of others and maintains a pleasant or good-natured style. 33

**Self Adjustment:** Adapts and adjusts personal reactions and behaviors; manages emotions productively and tolerates stress with resilience. 86

**Conscientiousness:** Consistently strives to deliver quality work on time. Carefully follows rules and procedures and is seen by others as a reliable colleague. 80

**Practical Intelligence:** Uses innovation, analytical thinking and an independent approach to solve problems and get work done. 58

**Unlikely Virtues:** 26%

**Interpreting the Results**

The student's responses suggest that they acknowledged common self limitations and responded to questions more openly than most individuals in the selected norm group. The results of this report appear to be valid.

---

Using the Workplace Personality Inventory–II for Pharmacy Students Profile Report

The Workplace Personality Inventory–II measures work styles that influence work success. On this page, the student is compared to others in the norm group across six work style domains. These domains provide a broader description of behaviors related to job success. Pages 3–4 of the report provide a comparison across sixteen specific work styles. This detailed view describes more distinct behaviors within the broader domains.
Sixteen Work Styles (Percentile Scores)

**Achievement Domain**

**Achievement/Effort:** Exerts limited effort toward achieving goals; does not set challenging goals

80

**Persistence:** May not persist in the face of difficulties, obstacles, or when success seems unlikely

97

**Initiative:** Limited interest in volunteering for or taking on new work responsibilities or challenges

87

**Achievement/Effort:** Establishes and exerts extensive effort toward achieving challenging goals

**Persistence:** Tends to be highly persistent on the job, even when faced with obstacles or difficulties

**Initiative:** Enjoys taking on new or additional responsibilities and challenges

**Social Influence Domain**

**Leadership Orientation:** Limited interest in taking charge and directing or leading others; may hesitate to provide input or opinions

4

**Social Orientation:** Prefers working alone or in small groups; does not actively seek out personal connections with colleagues

88

**Leadership Orientation:** Quick to take charge, lead others, and offer opinions, very high scores may be overly assertive at times

**Social Orientation:** Enjoys working with others; actively seeks out personal connections with colleagues; very high scores may not be comfortable working alone

**Interpersonal Domain**

**Cooperation:** May not consistently demonstrate a good-natured, helpful, pleasant style

68

**Concern for Others:** May not consistently show empathy and insight into the feelings and needs of others

15

**Cooperation:** Likely to be seen by others as good-natured, approachable, and quick to help others

**Concern for Others:** Viewed by others as perceptive and caring, able to discern other peoples' feelings and needs

Name: Jane Sample  
Norm: Final Year Pharmacy Students  
Date: 04-10-2018
Self Adjustment Domain

Self Control: Expresses emotions openly and may have difficulty containing emotions when provoked

Stress Tolerance: Becomes uncomfortable in high pressure situations or when under stress; sensitive to criticism

Adaptability/Flexibility: Prefers a standard, predictable, routine environment

Self Control: Keeps emotions in check even in difficult situations

Stress Tolerance: Remains calm in high pressure situations; accepts criticism

Adaptability/Flexibility: Enjoys change and variety in the workplace; comfortable with ambiguity

Conscientiousness Domain

Dependability: May be casual or inconsistent about completing obligations

Attention to Detail: May miss or overlook important details

Rule Following: May not strictly adhere to rules or regulations across all situations

Dependability: Seeks to consistently fulfill obligations with quality work

Attention to Detail: Likely to excel at tasks requiring a strong focus on details and thoroughness

Rule Following: Strictly adheres to rules and regulations; does things "by the book"

Practical Intelligence Domain

Innovation: Follows a conventional approach and uses established practices when addressing issues or problems

Analytical Thinking: May not analyze complex issues in depth; may miss opportunities to use logic to resolve issues or problems

Independence: Prefers others to define tasks and way of doing things; may be uncomfortable with ambiguity

Innovation: Enjoys producing new or creative ideas to address work-related issues or problems

Analytical Thinking: Enjoys analyzing complex issues in depth and using logic to address work-related issues or problems

Independence: Prefers freedom to guide self with little or no supervision; develops own way of doing things; deals comfortably with ambiguity

For more information on the Workplace Personality Inventory–II, visit http://pcatweb.info/PCAT-Information-for-Administrators-and-Faculty.php.