

WPQ – Work Profile Questionnaire

Your personality has a major influence on the way you work. It affects the way you respond to other people, the way you influence and affect their actions and the way in which you deal with the demands of your job. This assessment provides an introduction to understanding your personality and work behavior.

Nearly everyone is apprehensive when applying for a job. Selection processes are demanding and most people find the process quite stressful. Employers are looking for potential strengths and weaknesses but rarely know applicants well enough to be direct. The WPQ report provides an insight into understanding an individual's most obvious strengths and it also illustrates those areas in which they are weaker, thus providing them with information on how they can improve and develop their interpersonal skills.

how it works

The Work Profile Questionnaire is designed to illustrate how the choice of work environment is affected by your personality and which environment or environments is best suited to the individual. It therefore looks at the strengths and work style preferences associated with the "Big Five" personality dimensions. These are: Communication Style, Emotions, Drive and Determination, Relationships with People, and Thinking Style.

- **Communication Style** is the way people relate to each other. This personality scale looks at how an individual will relate to a work situation when dealing with others and interacting in the workplace.
- The **Emotional Balance** section recognizes the importance that emotions play in determining overall behavior. This offers an indication of how well people cope with stress and change.
- The **Drive and Determination** dimension looks at how motivated the individual is to achieve success.

- The **Relationships with People** section measures how individuals relate to each other and focuses on how we reach decisions.
- **Thinking Style** is how individuals are seen by others and how they see themselves.

The final section of the report gives an overview of personality style and strengths in two distinct areas, Relationships with Others and Accomplishing Tasks.

The WPQ questionnaire's 100 adjective items take only minutes to complete. Yet the WPQ is one of the most comprehensive and accurate measures of its kind available.

the benefits

The Work Profile Questionnaire uses the Big Five personality scales to look at our work preferences and identify situations in which we are most likely to flourish and be effective. The benefit of using this questionnaire is that it quickly helps individuals to get to know their strengths and helps them to present themselves in the most positive light (and to compensate for any "blind spots" that act as barriers to communication with others and to success). The greater the awareness of these blind spots the more we can prevent them from becoming weaknesses and from having an adverse impact on the way we work and our relationships with others.



THE COST

Paper based assessment	\$30.00
Web based assessment – self	\$35.00
Web based assessment – 360 degree or team	\$75.00