

FREQUENTLY ASKED QUESTIONS ABOUT WPP

How long does an assessment take to complete?

Most of our assessments take 15-20 minutes to complete, however there is no time limit.

Can it be faked?

Our assessments are very difficult to fake. First, the survey questions are non-transparent; it is very difficult to know which answers will lead to more favorable scores. Second, the assessment has built-in measures for gauging the likelihood that a person is answering dishonestly (motivational distortion).

Are there right or wrong results?

No, **WPP** provides insight into a worker's personality traits that can influence safety-related decisions. Regardless of results, you and the participant will receive coaching and management tips to improve their safety-related decisions.

What languages are the assessments available in?

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|---------------|--------------|
| 1. English | 6. Russian |
| 2. Spanish | 7. Ukrainian |
| 3. French | 8. Tagalog |
| 4. Portuguese | 9. Punjabi |
| 5. Polish | 10. Mandarin |

How long does it take to receive a report?

Reports are processed and automatically emailed within 1 hour.

Who will see the report?

Whoever pays for the report can stipulate who should receive the report. It can be one recipient or a number of people.

Will the results be used as a "pass" or "fail"?

Any personality assessment should be used as one of several sources of information used in hiring and employee development rather than being used as a pass/fail or sole factor for an employment-related decision.

How do most employers use the results?

Employee Selection: Pre-hiring, interviews, and on-boarding new hires.

Employee Development: Coaching and management strategies, training programs selection.

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Is the WPP valid and reliable?

The **WPP** has established validity and reliability that meet the standards specified in the EEOC's Uniform Guidelines on Employee Selection Procedures (1978).

A. Validity

This report has discussed the development of a proprietary measure of personality, the **WPP**. Sound development principles were followed in developing the content to measure the Five Factor Model (FFM) of personality. In addition, the analysis of data from a group of over 600 applicants allowed for refinement to reliably measure each of seven distinct facets in a unique manner that also related substantially to the FFM.

The **WPP** will be subject to an ongoing program of research to identify the relationship of its facets to important outcome measures, continue to refine item and scale content, add new scales, and refine the normative database.

B. Reliability

According to the EEOC's Uniform Guidelines on Employee Selection Procedures, at a minimum, the reliability of pre-employment assessments should be evaluated in terms of the degree to which:

- (1) Items or questions on a scale relate to one another (internal item consistency).
- (2) Results or scores remain stable over time (test-retest reliability).

Would a person's scores change if they re-took the assessment? How stable are the results?

If a person completed the assessment and then was re-tested, their percentile scores would be expected to change less than 10 points out of 100 for individual scales (and less than 10 points for the overall **WPP** score on the assessment).