



Work Preferences Profiler Profile Chart

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Introduction to the WPP Profile

This profile chart provides graphical representations of:

- * Core personality traits that are relevant to performance at work
- * These traits relate to interpersonal style, approach to tasks, and resilience

Feedback Guidelines

When exploring the profile with the respondent:

- * Emphasise that WPP is a self-report questionnaire
- * Remind them it is not about ability - there are no rights or wrongs
- * Explain that no questionnaire is infallible - it is alright to disagree
- * Encourage a full, open two-way dialogue
- * Explain that their responses have been compared with a large sample of similar people



Work Preferences Profiler Core Traits

1 2 3 4 5 6 7 8 9 10

<p>Prefers working alone. Less likely to seek company. Avoids social activities. Happy with more solitary tasks. Content with own company.</p>	•	◆	•	•	•	•	•	•	•	•	•	<p>Sociable Outgoing and friendly. Likes being with other people. Prefers to work with people rather than working alone.</p>
<p>More of an individualist than a team player. Tends not to get involved in team activities. Competes with others.</p>	•	•	•	•	•	◆	•	•	•	•	•	<p>Team focused Interested in team activities. Focuses on team, rather than personal success. Prefers cooperation to competition. Involves self with other team members.</p>
<p>Disorderly approach to work. Avoids rigid systems. Unstructured, crisis driven. Tends not to plan ahead. Muddles through.</p>	•	•	•	◆	•	•	•	•	•	•	•	<p>Systematic Organised, methodical approach to work. Maps out what needs to be done in advance. Uses systems and priorities to</p>
<p>Loses interest in tasks. Leaves things unfinished. Less concerned about meeting deadlines. Frustrated by routine. Seeks distractions.</p>	•	•	•	◆	•	•	•	•	•	•	•	<p>Reliable Perseveres with tasks. Sees things through. Conscientious about deadlines. Avoids distractions.</p>
<p>Tends not to check work. Overlooks mistakes and errors. May lose things. Has an untidy approach to work.</p>	•	•	•	•	•	◆	•	•	•	•	•	<p>Detailed Likes to get the details right. checks work. Spots errors. Likes work to be tidy and up to date.</p>
<p>Easily upset. Finds it hard to ignore criticism. Takes things personally. Concerned about what others think. More emotionally affected by events. Strongly moved by feelings. Tends to worry.</p>	•	•	•	•	•	◆	•	•	•	•	•	<p>Resilient Thick-skinned. Not concerned about what others think. Able to shrug off criticism. Rarely feels strong emotions. Difficult to provoke or upset. Calm and relaxed.</p>
<p>May lack energy. Becomes tired more quickly than others. Prefers to take things quietly. Generally less active.</p>	•	•	•	•	•	◆	•	•	•	•	•	<p>Energetic Has energy. Likes to be active. Becomes restless with nothing to do. Keeps going.</p>